

STERIK'S

FREESTYLE SKI & SNOWBOARD TEAM TERMS & CONDITIONS AGREEMENT

This document communicates the STERIK'S Freestyle Ski & Snowboard Team program terms and conditions so as to clarify the requirements and expectations of STERIK'S Sport Development Inc. coaches, athletes, and parents/guardians.

The mandatory sign-off by both parents and athletes provides notice of understanding and acceptance of the STERIK'S Freestyle Ski & Snowboard Team program structure and policies, which includes the STERIK'S Sport Development Inc. health and safety program, and is to be submitted along with a signed copy of the STERIK'S Sport Development Inc. waiver form.

REGISTRATION POLICY:

Any/all returning athletes invited to join the STERIK'S Freestyle Ski & Snowboard Team, and their parents/guardians if the athlete is under 18 years of age, shall complete any/all registration processes between September 1st and November 1st. New athletes invited to join the program will have from September 1st until November 15th to complete any/all registration processes.

STERIK'S Freestyle Ski & Snowboard Team athletes and parents/guardians shall read the STERIK'S Sport Development Inc. health and safety program (<https://steriks.ca/wp-content/uploads/2018/09/STERIKS-Sport-Development-Inc.-Health-Safety-Program.pdf>), and submit completed and signed copy of the STERIK'S Sport Development Inc. waiver form (<https://steriks.ca/wp-content/uploads/2017/11/STERIKS-Sport-Development-Inc.-Waiver-Form.pdf>) and the STERIK'S Freestyle Ski Team Terms & Conditions Agreement before official registration to the program is granted.

Completed/signed copies of the STERIK'S Sport Development Inc. waiver form and the STERIK'S Freestyle Ski Team Terms & Conditions Agreement may be sent to erik@steriks.ca. Please CC Stefan at stefan@steriks.ca for record keeping purposes.

Upon receipt of the STERIK'S Sport Development Inc. waiver form and the STERIK'S Freestyle Ski Team Terms & Conditions Agreement we will email you a

link to our online registration form/processes at steriks.ca. Online registration must be completed as outlined above by returning athletes no later than November 1st, and new athletes no later than November 15th.

PROGRAM STRUCTURE POLICY:

The STERIK'S Freestyle Ski & Snowboard Team program shall be delivered as outlined on our website (<https://steriks.ca/winter-programs/>), while adhering to the requirements of the STERIK'S Sport Development Inc. health and safety program. The STERIK'S Freestyle Ski & Snowboard Team program is outlined in the remainder of this section.

On-snow sessions (training, coaching, and/or coaching at scheduled events) are included with program registration, and shall be held on the following dates:

Pre-season Camp: December 22/23/24

Christmas Camp: December 27/28/29/30/31

New Years Camp: January 2/3

Regular Season: January 4/5/6/11/12/13/18/19/20/25/26/27

February 1/2/3/8/9/10/15/16/17/22/23/24

March 1/2/3/8/9/10

March Break Camp: 11/12/13/14/15/17

Lift passes and facility access costs are not included with program registration. Team members are required to purchase the IKON Base Pass, as well as daily lift tickets at private Escarpment clubs. Daily lift ticket costs at private Escarpment clubs range from \$35.00 - \$45.00 + HST, and may be purchased at the ticket window upon session date.

Team member registration costs for the STERIK'S Freeride Showdown Series is included with program registration. However, registration costs at all other event venues are not included with program registration.

Event lift tickets and facility access costs are not included with registration at any events, including the STERIK'S Freeride Showdown Series. Team members are required to purchase event lift tickets where applicable. Cost ranges from \$35.00 - \$45.00 + HST, and may be purchased at the event registration/check-in desk.

The following additional items are not included with program registration:

- Team member meal costs
- Pre-season equipment order costs

- Team member transportation
- Team member traveling camp costs
- FO Timber Tour event coaching & associated costs
- SO SkierX/BoarderX event coaching & associated costs

Team members shall not bank absent days for any reason. If the team member is absent due to injury and/or illness, please see the section regarding our Refund Policy.

Arrangements can be made for team member participation in FO Timber Tour or SO SkierX/BoardX events upon request. Additional costs may apply and shall be determined at the time of request. Costs may include, but are not limited to, additional on-snow sessions, coach lift tickets and/or facility access, and coach travel and/or accommodation.

Any/all communications and notices with regards to STERIK'S Freestyle Ski & Snowboard Team athletes and/or parents/guardians shall be sent to the either of the following addresses: stefan@steriks.ca, erik@steriks.ca, info@steriks.ca. Any communications sent to any affiliated or facilitating public resort or Escarpment private club shall be considered not received and therefore non-applicable.

In the case that an affiliated or facilitating public resort or Escarpment private club is not able to provide adequate on-snow conditions suitable for program operations, alternative off-snow sessions shall be arranged. Off-snow session activities shall be determined at the discretion of STERIK'S Freestyle Ski & Snowboard Team coaches. Alternative off-snow sessions may be subject to extra/additional costs and are the responsibility of the team member and/or parent/guardian.

PAYMENT POLICY:

The parent/guardian of the STERIK'S Freestyle Ski & Snowboard Team athlete shall be responsible for completing program registration payments in accordance with the following policy.

To register for the STERIK'S Freestyle Ski & Snowboard Team, payment in the form of lump sum or deposit (as outlined below) shall be made in full prior to the November 1st registration deadline or if applicable November 15th (new/ applying team members).

Total cost to register for the program if paid as a lump sum is \$5,250.00 + HST. Lump sum payment shall be completed by credit card or PayPal through the

STERIK'S Freestyle Ski & Snowboard Team online registration process.

Total cost to register for the program if participating with the payment plan; is \$5,500.00 + HST. The payment plan shall be undertaken and honoured upon acknowledgement and acceptance of the payment policy terms as outlined below:

- A deposit in the amount of \$1,500.00 + HST shall be completed by credit card or PayPal through the STERIK'S Freestyle Ski & Snowboard Team online registration process.
- The parent/guardian is then responsible to complete the following payments until registration fee is paid in full: x4 \$1,000.00 + HST payments to be paid on December 1st, January 1st, February 1st, March 1st.

Monthly payments shall be invoiced by email. In the case a payment is not received by the identified deadline for any reason, 2% monthly interest shall be applied until the outstanding payment is made in full.

In the case of any/all situations outlined with the refund policy, the parent/guardian of the STERIK'S Freestyle Ski & Snowboard Team member shall be responsible to fulfill payments until the entire/adjusted amount is paid in full.

REFUND POLICY:

In the case a STERIK'S Freestyle Ski & Snowboard Team registrant chooses to withdrawal from the program for any reason except injury, the following applies:

-75% refund of total STERIK'S Freestyle Ski & Snowboard Team registration cost shall be granted if notice of registrant withdrawal is received NO LATER THAN TWO WEEKS PRIOR TO PROGRAM START DATE (DECEMBER 7TH).

-50% refund of total STERIK'S Freestyle Ski & Snowboard Team registration cost shall be granted if notice of registrant withdrawal is received NO LATER THAN REGULAR SEASON START DATE (JANUARY 4TH).

-0% refund of total STERIK'S Freestyle Ski & Snowboard Team registration cost shall be granted if notice of registrant withdrawal is received AFTER JANUARY 4th.

If at any time a STERIK'S Freestyle Ski & Snowboard Team registrant sustains an injury during or outside of program operations a doctor's note stating diagnosis

and recovery time shall be provided to STERIK'S Sport Development Inc. For the purpose of this policy, injury type shall be defined in two categories;

Non-severe: An injury resulting in not more than a 3 week recovery period.

Severe: A season ending injury resulting in no less than a 3 week recovery period.

In the case that a non-severe injury is sustained, no refund will be provided as it is expected the athlete will be returning to the program after the recovery period (three weeks), or when approval is granted by a doctor and/or health care practitioner.

In the case that a severe (season ending) injury is sustained, the following applies;

-75% refund of total STERIK'S Freestyle Ski & Snowboard Team registration cost shall be granted if a season ending injury is sustained NO LATER THAN TWO WEEKS PRIOR TO PROGRAM START DATE (DECEMBER 7TH).

-50% refund of total STERIK'S Freestyle Ski & Snowboard Team registration cost shall be granted if a season ending injury is sustained NO LATER THAN REGULAR SEASON START DATE (JANUARY 4TH).

-25% refund of total STERIK'S Freestyle Ski & Snowboard Team registration cost shall be granted if a season ending injury is sustained NO LATER THAN 4 WEEKS AFTER REGULAR SEASON START DATE (FEBRUARY 1ST).

-0% refund of total STERIK'S Freestyle Ski & Snowboard Team registration cost shall be granted if a season ending injury is sustained AFTER FEBRUARY 1ST.

In the case a STERIK'S Freestyle Ski & Snowboard Team registrant is in breach of the substance use policy at any time, the following applies:

-0% refund of total STERIK'S Freestyle Ski & Snowboard Team registration cost shall be granted if registrant is in breach of the SUBSTANCE USE POLICY at any time during program operations. Please see the substance use policy in the section below.

SUBSTANCE USE POLICY:

STERIK'S Freestyle Ski & Snowboard Team registrants shall adhere to a zero tolerance substance use policy. Substances include, but are not limited to, alcohol, illegal drugs, tobacco, and e-cigarettes.

In the case a registrant is found to be in possession or under the influence of any substance (as outlined above) during program operations their membership shall be terminated immediately. The registrant's parent/guardian is responsible to arrange pick-up and removal from program operations as soon as arrangements can reasonably be made.

COMMUNICATIONS POLICY:

In order to foster an environment where our team members can achieve the highest possible outcomes, the STERIK'S Freestyle Ski & Snowboard Team athletes, parents and coaches will be asked to maintain a positive, respectful and supportive attitude toward each other both on and off the hill. As our individual words and actions reflect on and impact the group as a whole, we must ensure our behaviour reflects the highest level of respect for others.

It is requested that all parties exercise control in their behaviour in any circumstance in order to help the athlete reach their highest potential. It is at the discretion of STERIK'S coaches to send the member home for that session should their behaviour be deemed inappropriate. Should this be the case, pick-up from parents/guardians will be arranged as soon as reasonably possible.

Throughout the duration of the season, all team members and parents shall receive weekly updates by email. Distributed every Wednesday, each update shall contain information regarding the upcoming camp, weekend, or event. Pre-season updates are distributed with information regarding the registration window, any deadlines, team member equipment orders, trade shows, and pre-season get togethers. The parent/guardian email noted in the registration form shall be automatically added to our mailing list. It is the responsibility of the parents/guardians to request that other email addresses (the team members, or other parent/guardians) are to be added to the mailing list, and to advise of any change to existing email addresses.

TEAM MEMBER RESPONSIBILITIES:

Members of the STERIK'S Freestyle Ski & Snowboard Team are recognized as leaders, on and off snow, and are required to demonstrate the STERIK'S core values at all times. These core values include a strong work ethic, grit, and

determination. They must positively engage with any/all persons within their environment, present a welcoming, respectful, and encouraging attitude, and participate enthusiastically and follow instruction with due care and self-responsibility.

STERIK'S Freestyle Ski & Snowboard Team members shall show professional conduct at all times, and act as the grass roots representation of STERIK'S as a brand and a member of the STERIK'S Flow Crew. Team members are required to wear and represent STERIK'S team gear and apparel to the best of their ability. In addition, team members are asked to attend and help out at industry trade shows to the extent that is possible as well as actively assist with sales and promotion on the floor.

STERIK'S Freestyle Ski & Snowboard Team members shall act as a unit, and understand that individual success is collaborative success. Each team member must understand that their actions reflect on the group as a whole, and that their peers reputation and wellbeing shall be considered at all times on and off snow.

STERIK'S Freestyle Ski & Snowboard Team members are required to think independently and work with their coaches toward establishing self-directed goal formation. It is the team member's responsibility to seek and request guidance and insight to assist their personal skill development. Each team member shall abide by and adhere to the following on-hill practices:

- Report to a coach at the beginning of each session and outline their training focuses for that day.
- Notify a coach of any changes to their training focuses prior to implementing new practices.
- Perform inverted maneuvers ONLY with prior approval from a coach and under coach supervision.
- Notify a coach of any physical injury, discomforts, and/or mental insecurities as soon as it becomes apparent.
- Request assistance with their skill progression when needed.
- Report to a coach prior to leaving the area of practice for any reason.
- Abide by the STERIK'S Freestyle Ski & Snowboard Team health and safety program in all activities.
- Look out for their peers safety and wellbeing in all interactions and activities.
- Be fully prepared and ready to participate for the full duration of sessions.
- Act maturely and rationally in the case they become outwardly frustrated.
- Respect their coaches guidance and decision making at all times.
- Follow any/all direction provided by coaches as a means of achieving their

goals and for safety reasons.

STERIK'S Freestyle Ski & Snowboard Team members are encouraged to showcase and promote their progression and development through their personal life off-snow and on social media platforms. It is the team member's responsibility to recognize that their social media account and presence is directly linked to STERIK'S as a brand, the STERIK'S community, and their fellow team mates and peers. Team members shall ensure that the conduct outlined above shall be respected at all times on social media platforms, and during any/all activities outside of STERIK'S.

COACHING RESPONSIBILITIES:

STERIK'S Sport Development Inc. coaches understand that STERIK'S Freestyle Ski & Snowboard Team is a mentorship program, and their each and every move shall be under the observation of our team members and community. Any/all coaches shall uphold an exceptionally high standard of professionalism and athleticism at all times. On and off the hill. It is the coaches responsibility to act as the direct representation of STERIK'S Sport Development Inc. as a brand, and as leaders and mentors to the STERIK'S Freestyle Ski & Snowboard Team members.

Coaches are expected to reflect a strong worth ethic, grit, and determination at all times. Coaches shall lead by example and perform as both coaches and athletes, at their highest capability each day. Our coaches shall not dictate our team members progress pathway at any time, rather encourage independent thinking and self-directed goal formation. It is the coaches responsibility to be directly involved with and participate with every aspect of our team members daily learning experience. Guidance and insight shall be provided as requested by our team members (in the moment), to most effectively assist with the personal skill development goals the athletes have set for themselves.

Each coach shall abide by and adhere to the following on-hill practices:

- Arrive 10 minutes before session start time (8:50am).
- Remain with all athletes until they have been picked-up, or any/all remaining athletes have confirmed pick-up arrangements.
- Be fully prepared and ready to participate for the full duration of on-snow sessions.
- Report to each team member at the beginning of each session and request they present their training focuses for that day.
- Facilitate a judgement free, positive and uplifting atmosphere, and learning experience each day.

- Offer instruction and guidance one-on-one, structured to the desired progression of the athlete.
- Ensure that any/all athletes are accounted for and directly and/or indirectly supervised at all times.
- Ensure that there is one coach at the front, leading the group, and one coach at the back, trailing the group, at all times.
- Abide by the STERIK'S Freestyle Ski & Snowboard Team health and safety program in all activities.
- Implement any/all procedures outlined in the accident response policy in the case of any/all accidents.
- Promote that athletes maintain a mature and self-driven state of mind at all times.
- Set and/or follow the moving pace of the group at all times.
- Perform to their highest athletic capability at all times.
- Lead by example and participate with all aspects and activities included in the athletes daily learning experience.
- Demonstrate unfaltering commitment to our team members progression as both athletes and individuals.

STERIK'S Freestyle Ski & Snowboard Team coaches are encouraged to showcase and promote their personal progression and development, as well as our team members progression and development, through their personal life off-snow and on social media platforms. It is the coaches responsibility to recognize that their social media account and presence is directly linked to STERIK'S as a brand, the STERIK'S community, and their fellow coaches, team members, and peers. Coaches shall ensure that the conduct outlined above shall be exemplary at all times on social media platforms, and during any/all activities outside of STERIK'S.

SIGNING OF THIS DOCUMENT PROVIDES NOTICE THAT THE STERIK'S FREESTYLE SKI & SNOWBOARD TEAM TERMS & CONDITIONS AGREEMENT, AND SUPPORTING STERIK'S SPORT DEVELOPMENT INC. HEALTH & SAFETY PROGRAM IS ACKNOWLEDGED, UNDERSTOOD, AND AGREED UPON.

Athlete Name: _____

Parent/Guardian Name: _____

Parent/Guardian Signature: _____

Date: _____