



2011-2012 ULLR INC. STAFF AGREEMENT & W-4

The undersigned, in performing services for Ullr Inc. as a Volunteer, Student (Cadet or Instructor in training), Instructor, Administrator, 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 duration is for each ski school season only and begins when you are paid to teach a clinic or class at Ullr "U" or at the Area and ends on the last day of lessons for each assigned program. Attending clinics, classes and meetings are qualifications for obtaining a paid assignment and being considered and qualified for a higher paying job. All lead instructor assignments each day will only be offered to employees who have completed the minimum number of training hours. As a volunteer or an employee the training you receive should help you upgrade your job classification by passing PSIA-NW certification examinations or 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. They are not transferable and their use at any time other than when I am being paid to teach a clinic or class period is done as an individual and not as an agent or employee of Ullr Inc. 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** - Skiing, snowboarding, and teaching have many rewards, risks, and responsibilities. Understanding and accepting the risks and responsibilities can make snow sports teaching safer and more enjoyable.
 - 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 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 Ullr Student Safety & Discipline and Instructor First Aid Requirements.
 - I agree that I will not sue or make a claim against Ullr Inc., Boyne USA Inc., or any of its owners, officers, agents, or subsidiaries, including but not limited to, Ski Lifts Inc., Crystal Mountain, Inc., and the U.S. Government or any of (their/its) employees, agents, contractors, subsidiaries, officers ("Released Parties") for any loss, injury or damage resulting from any cause including negligence, which arises out of my participation in any activity at the ski area, including but not limited to, use of the slopes, equipment, or any of the facilities or service on the premises.
 - I further agree to RELEASE, HOLD HARMLESS, and INDEMNIFY Ullr Inc., Boyne USA Inc., or any of its owners, officers, agents, or subsidiaries, including but not limited to, Ski Lifts,

