



1. Conduct – Representing the Timex Factory Team and its sponsors is a privilege and is earned, just like the respect you earn from hard athletic effort. Treat your team with the same respect that it gives you and understand that wearing a team uniform means you are representing more than just yourself. Profanities, cheating, disrespectful behavior, etc. will not be tolerated and is grounds for immediate termination. The easiest way to keep in check is to remember that you are representing something bigger than yourself and others count on you to act appropriately to ensure the future of the program.

2. Clothing – It is expected that you wear the Timex Factory Team kit (uniform) as your predominant racing and training kit. It is important to support the brands partnered with the team in order to continue a successful program for many years. Wearing the team kit is the easiest way to show your support and helps unite the program as a whole.

3. Logos – The Timex and Timex Factory Team logos along with other team sponsor logos are available to you for your website, blog, and other social media outlets. You do NOT have permission to place the logos on clothing or other hard/soft goods. There are strict trademark restrictions on the logos and their uses. Special requests may be submitted to the Team manager for approval.

4. Discounts – Timex and other team sponsors have been kind enough to offer Team athletes discounted products and/or services. Please note that these companies are sponsoring the team as a whole and are not sponsoring you individually. Under no circumstance are you, the athlete, allowed to contact the sponsor directly for product needs. However, customer service requests may be processed through the normal company procedures. It is IMPORTANT to remember that you are receiving special treatment as a member of the Timex Factory Team. This special treatment is NOT to be mentioned to retail employees or owners unless approved by Team management. The details of your discounts are not to be shared with others and you are strictly forbidden to share discounts or purchase items for others using your discounts.

5. Event opportunities – As a member of the Timex Factory Team, you may have the opportunity to work at an event expo in your local area. You will be compensated for your time at such events. If you are interested in working events for Timex, make it known by connecting with Team management.

6. Bonuses – Throughout the year there may be financial and product bonuses/reimbursements that arise. Keep a lookout for such programs to be posted on the Facebook page or via email.

7. Disciplinary – If athlete acts in a less than satisfactory manner and/or does not adhere to the guidelines listed above, the Timex Factory Team (managed by Team Sports, Inc.) will take disciplinary action. The first offense may result in a letter from the team manager. The second offense will mean termination from the program.

I, _____, agree to the terms described in section 1-7 above.

Signature: _____ Date: _____

Sara Stanford

Date





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