



Challenger Sports 2009 Programme Agreement – First Time Applicants

Acceptance & Placement

1. If accepted onto the programme at the Challenger Sports Recruitment Day, a registration fee of £100 must be paid on the day. Placement Contracts will be mailed to those successful applicants, whose availability meets Challenger Sports' requirements **within** two weeks of the Recruitment Day. The return of a signed Contract and a second payment of £150 is due within **7** days of receiving your Contract, and before you attend your visa appointment at the US Embassy. The programme balance of £350 will be due at the Challenger Sports Training weekend in April. All payments are to be made payable to Challenger Sports. Payments can be made by cash, cheque or credit card (Visa, Mastercard or American Express only – Switch cards are not accepted.)
2. Any false, misleading or withheld information on your application or inappropriate behaviour during your interview, assessment, prior to departure for the USA or during your participation on the Challenger Sports programme is grounds for immediate cancellation of your application or from the programme, without refund.
3. Challenger Sports' limited accident and sickness insurance coverage covers the contracted work dates and an additional 14 days, to cover any travel within the USA post-work. This insurance will start on the day of your departure to the USA. The insurance policy includes: Accident and Sickness, Medical and personal belongings coverage. The U.S. government requires insurance coverage for all participants while on the Challenger Sports programme. **You will be given your insurance details prior to your departure to the US; be sure to read this for complete policy details.**

NOTE: The standard insurance policy does not cover pre-existing conditions.

4. Your J1 visa application forms and DS2019 visa working paper will be issued, once your contract and acceptance payment have been received. The DS2019 form allows you to apply for a J-1 exchange visitor visa from the local US Embassy (typically London or Belfast). The US Embassy requires a personal interview. You must apply for and obtain your J1 visa before departing from your home country. You cannot participate on the Challenger Sports programme without a J-1 visa stamped in your passport. A fee of £131 for UK passport holders (correct at the time of printing) is charged by the US Consulate for visa processing. All transport/accommodation costs incurred in attending the Embassy interviews will be at the applicants expense. All courier fees will be at the applicants expense. The J-1 visa permits you to enter and work legally at a Challenger Sports camp for the period shown on the DS2019 form (a maximum of 3 months) and then have time to travel around the USA.
5. Flight information will be sent to you following your placement in the US. Your flight dates will be based on your availability and your contract dates. The penalty for changing your assigned flight is £100, plus any non-refundable international and domestic travel costs.
6. You agree to attend the Orientation weekend at The University of Warwick (Coventry) from Friday April 10th (for first timers) and Saturday, April 11th (for returners) to Sunday April 12th. This training weekend is at the coaches own risk and Challenger Sports accepts no responsibility for any injuries incurred during these training days. Transportation to and from the training weekend is your responsibility.

Refund Policy

1. The initial registration payment (£100) is only refundable if, due to unforeseen circumstances we are unable to offer you a suitable contract.
2. The initial registration payment will not be refunded if **you** cancel from the Challenger Sports programme after acceptance of your contract, except in the case of your serious illness or serious illness or death of a parent or sibling (doctor's verification required). Cancellations must be received in writing within 10 days of cancelling to be eligible for a refund. No refunds will be made for pre-existing conditions.
3. Fees incurred for visa processing and travel to and from the training weekend, US Consulate interview and to the departure airport are non-refundable.
4. In the event that the US government rejects your visa application, then only £100 of your programme fee is refundable. Challenger Sports strongly recommends that you apply for your J-1 visa in your country of residence. Challenger Sports cannot be held responsible for visa rejections. No refund will be given if your visa is rejected due to a criminal record or for undisclosed information.
5. If you cancel for any reason, your DS2019 visa application form must be returned to Challenger Sports (U.S government regulations) before any refunds can be issued.

During the Summer

1. You shall be expected to work for up to six hours per day instructing youth soccer players. You may also be required to work any or all of the following – a one and a half hour closing ceremony; two coach clinics of up to two hours in length each (either of which may take place on a Saturday morning). On the rare occasion, if you are offered and accept to work an additional three hour session per day (9 hours coaching Monday through Friday), you will receive an additional 50% of your base weekly wage.
2. You shall be held responsible for your behaviour and actions during the entire period of employment with Challenger Sports.
3. Any behaviour which is deemed damaging to the name or reputation of Challenger Sports, shall result in disciplinary action and/or termination of employment and immediate return to the UK at your own expense. In such cases you will receive, in the first instance, a verbal warning, then a written warning followed by dismissal. All cases of gross misconduct or in cases where criminal action is involved or cases which are in violation of Challenger Sports Child Protection Policy will result in immediate dismissal and immediate return to the UK at your own expense.
4. You acknowledge that there is considerable driving required between camp locations and agree to share an equal amount of driving time between all qualified drivers. You will also be fully responsible for the vehicle and the persons with the vehicle during the period that you are the driver. You understand that driving under the influence of alcohol or drugs will be grounds for immediate dismissal. You agree to be held personally liable for damages and losses arising out of your misuse, illegal activity or negligence in operating or driving cars. In cases where you have been found to be negligent whilst driving, you will be held personally liable and will pay a minimum of \$500 (USD) insurance deductible and up to a maximum of the replacement cost of the rental car, plus any additional cost or fees (including legal fees) and any and all cost of exposure over and above the insurance coverage limits provided in the Challenger Sports' Corporate Car Rental Agreement. You acknowledge that Challenger Sport's Auto Insurance coverage will only cover you when driving rental cars rented in Challenger Sport's name. You will be totally liable for

any expenses incurred or damage caused when driving any automobile which is not rented in Challenger Sports name.

5. Contravention of any US laws will result in immediate termination, without refund and immediate return to the UK at your own cost. Your visa status will be cancelled.
6. You understand that coaches may not solicit any independent employment whilst on a Challenger Visa and that any attempts to set up any soccer related business whilst in the US or Canada will be grounds for immediate dismissal and your visa will be cancelled.
7. Challenger Sports agrees to pay you at the completion of each week of camp. Challenger Sports agrees to open a bank account in the Coach's name in the US and hold the account open for the duration of the contracted dates of employment. Salary will be paid directly into the Coach's bank account. Coaches agree to be responsible for any bank charges incurred whilst in possession of the bank account. Challenger Sports agrees not to withhold tax; Medicare; social security; or any other federal or state deductions provided that the coach completes IRS Form 8233 (Treaty of Exemption From Withholding On Compensation For Independent (and Certain Dependent) Personal Services Of a Non-resident Alien Individual).
8. Challenger Sports shall provide you with accommodation for the entire period of employment, except for the week of June 29th to July 3rd , or the following week (July 4th being a US national holiday) when there may be no work available. Coaches contracted to work before these dates onwards need to ensure that they have sufficient funds to finance their own accommodation and living expenses during this period.
9. Challenger Sports shall provide coach with transportation and gas for all work related travel. Coaches shall be expected to provide gas for any recreational travel. Receipts must be turned in to the Corporate Office for all business use reimbursements.
10. Should you be employed in the capacity of Director secure a signed contract and/or a \$100 deposit for a camp not presently in a three year agreement for 2010 during the week of camp, you will be awarded a re-sign bonus of \$25. For renewing a camp presently in a three year agreement you will receive a \$15 bonus. For camps taking place before July 1st and resign bonuses will be paid in the US. Re-sign bonuses for camps after July 8th will be paid upon your return to the UK.
11. Challenger Sports will pay you a share of commission earned on equipment sales at each camp in which you participate in. Commission shall be calculated at 12.5% of gross sales and shall be divided between the number of coaches involved at the camp.
12. Challenger Sports agrees to provide you with a coaching uniform. Challenger Sports will also loan you - 8 bibs, 24 cones and a coaching curriculum which are to be returned to Challenger Sports at the end of your contracted period. Failure to return equipment will result in you being charged the following: \$6 per bib, \$1 per cone and \$25 for the coaching curriculum.

Breach of Contract and penalties:

1. Any coach who withdraws from the programme within 14 days of their date of departure will result in a full cancellation fee of £600 (includes first years and returners)
2. Coaches who return home early for any other reason than serious illness/injury or **serious illness or death of a parent or sibling only**, will be in **breach of contract** and **will be charged one week's salary for each week remaining of their contract** - (for example coach returns home 4 weeks earlier than contract specifies)

