USA KARATE

NATIONAL TEAM ATHLETE AGREEMENT AND CODE OF CONDUCT

This National Team Athlete Agreement ("Agreement") is entered into by and between USA National Karate-do Federation Inc, (USA-NKF) and:

(hereinafter referred to as "Athlete") and In consideration of Athlete being named as a member of the National Team and of the various and respective promises set forth in this Agreement, as well as other good and valuable consideration, the receipt and sufficiency of which are hereby acknowledged, USA-NKF and Athlete agree as follows:

I. NATIONAL TEAM CODE OF CONDUCT

ATHLETE PLEDGE

ATHLETE PLEDGES to uphold the spirit of this Agreement (the "Code"), which offers a guide to their conduct as a member of the USA-NKF National Team (the "Team"). Athlete recognizes that this Code does not establish a complete set of rules which prescribes every aspect of appropriate behavior but accepts these rules and further acknowledges that they will be held responsible for principles of humility, discipline and personal integrity which are the foundation of the Art of Karate. USA-NKF acknowledges that Athlete has a right to a hearing if Athlete believes that their opportunity to compete is denied or if Athlete is charged with a violation of this Code.

Athlete acknowledges that he or she has familiarized themselves with the Code and understands that acceptance of its provisions is a condition of their selection to the Team.

ATHLETE AGREES with the following:

1) Abide by all rules related to the Team selection procedures and eligibility for The Team as set forth by USA-NKF.
2) Act in a sportsmanlike manner consistent with the spirit of Karate-do, fair play and responsible conduct.
3) Maintain a level of fitness and competitive readiness that will permit Athlete to compete satisfactorily in USA-NKF training camps and National and International competitions designated by USA-NKF. Accordingly, Athlete agrees to train and compete as a member of the National Team and to fulfill the National Team training and competition program
4) Will be responsible for apparel, protectors and equipment ("gear") issued to Athlete by USA-NKF, and, to the extent that replacement gear must be issued to Athlete because of Athlete's failure to properly maintain or account for previously issued gear, Athlete will pay USA-NKF's cost for providing such replacement gear and any fine imposed by USA-NKF.
    a) Domestically – Athletes can choose their own protectors for competition if protectors are USA-NKF and WKF approved.
    b) Internationally – Athlete may be required to utilize protectors and uniforms provided by USA-NKF.
5) Will not commit a doping violation as defined by the International Olympic Committee (IOC), Pan American Sports Organization (PASO), World Anti- Doping Agency (WADA), the United States Anti-Doping Agency (USADA), the United States Olympic Committee (USOPC) or the World Karate Federation (WKF) rules.
6) Is not currently subject to a doping violation penalty and does not have a pending or unresolved doping charge.

7) Will not engage in any conduct that is criminal under any laws applicable to Athlete, including, but not limited to, laws governing the possession and use of drugs and alcohol and provision or distribution of drugs to any person and of alcohol to minors.

8) Will refrain from conduct detracting from Athlete's or Athlete's teammates' ability to attain peak performance.

9) Will respect the personal and public property of others.

10) Will respect members of the Team, other teams, spectators, coaches and officials, and will engage in no form of discriminatory behavior or verbal, physical or sexual harassment or abuse, including online conduct.

11) Will be compliant with USA-NKF's SafeSport Policies and have reviewed the Participant Safety Handbook, completed background screening as defined by USA- NKF and training provided by the US Center for SafeSport.

12) Will follow the Team's rules, including, by way of example, dress codes and rules regarding curfew, required attendance at team meetings, practices or functions and other rules that may be imposed while Agreement is in effect, provided that these rules have been distributed to Athlete in advance in written form.

13) Will not use illegal drugs or substances

14) Will not conceal or cover up any USA-NKF sponsor, supplier or licensee brand or other identification appearing on Athlete's USA-NKF apparel.

15) Agrees to be filmed and photographed by the official photographer(s) and network(s) of USA-NKF under conditions authorized by USA-NKF and to give event organizers and USA-NKF the right to use his name, picture, likeness, and biographical information before, during and after the period of Athlete's participation in these activities to promote USA-NKF, amateur karate or the success of any USA-NKF team; provided that in no event may USA-NKF or the event organizers use or authorize the use of Athlete's name, picture, likeness, voice and biographical information for the purpose of trade, including any use in a manner that would imply Athlete's endorsement of any company, product, or service, without Athlete's written permission;

16) Will not use or authorize the use of photographs, films or videos of Athlete in USA- NKF apparel or equipment or the use of the USA-NKF logo for the purpose of trade, without the prior written consent of USA-NKF, which shall not be unreasonably withheld.

17) Will represent USA-NKF in public relations and fundraising efforts as reasonably requested by USA-NKF.

18) Will abide by the constitution, by-laws, rules and regulations of USA-NKF, the USOPC, the IOC, PKF, WKF, PASO, USADA and WADA.

19) Will act in a way that will bring respect and honor to Athlete, his teammates, USA- NKF and the United States.

20) To comply with USA-NKF social media Policy. See Appendix A.

21) To comply with the USA-NKF Concussion Policy. See Appendix B.

22) To be current in all USADA Whereabouts forms and random screenings.

23) To immediately inform USA-NKF of any change of address, email and telephone number.

24) To respond to the National Office's requests and emails promptly.

25) To represent USA-NKF in a manner of good sportsmanship in all domestic and international competitions. USA-NKF will address behavior by Athletes that is determined to be detrimental to the image of USA-NKF, fellow teammates, or coaches. Sanctions could include loss of financial support and/or suspension from current and future competitions.

26) To display a USA Flag patch during PKF and WKF competitions and the USA National Karate-do Federation Traditional Patch for USA-NKF Signature Events on their competition uniform (gi). Competition uniform (gi) must meet the requirements as defined in the WKF Rules of Competition.

27) Will act in accordance with the knowledge that Athlete is an ambassador for his sport, his country and the International Karate and Olympic Movements.

ATHLETE ACKNOWLEDGES AND UNDERSTANDS that:

28) Any unexcused failure to participate fully in any designated training camp or competition or (2) his/her arrival at the official camp or competition weigh-in more than five (5) pounds over/under weight shall be cause for disciplinary action, which may include any or all of the following: (i) a reprimand; (ii) suspension from the Team; (iii) withholding of financial support or stipend payments; (iv) imposition of fines (including with respect to reimbursement of expenses incurred by USA- NKF); (v) removal of Athlete from the Team; (vi) termination of this Agreement; or (vii) any combination of the foregoing.

29) While traveling as a member of the National Team, US laws will be followed by all team members in addition to the local laws.

30) While traveling as a member of the Junior National Team will refrain from using alcohol, regardless of local laws that may allow the legal purchase of alcohol.

31) USA-NKF's sponsors, suppliers and licensees provide critical support for the Team and, in recognition of this fact, will wear designated USA-NKF apparel at all official Team functions and events.

FORFEITURES

If Athlete chooses not to participate in any of the following or fails to provide adequate notification to reschedule his or her participation in any of the following Athlete will forfeit financial support:

- ☐ Failure to participate in Mandatory (funded) Team Training Camps
- ☐ Failure to participate in the USA Open
- ☐ Failure to participate in the USA National Championship

Exceptions may be made for medical reasons or by agreement with the Chief Executive Officer.

FINES

Failure to make the assigned weight for a competition: repayment of trip cost.

INJURY REMOVAL PROCESS

Continental and World Championships

In the process of training and competing between the Team Trials and the Continental and/or World Championships, if a Team Member sustains an injury or is unable to train due to medical reasons, the National Head Coach with the designated Medical Staff may remove an Athlete from the National Team and replace them with the next highest ranked National Team member, provided the replacement individual is meeting the training requirements as determined by the National Team Coaching Staff. If the second, third or fourth ranked athletes do not meet the training standard, then a special trial for the National Team may be conducted.

Failure to abide with any part of the Code of Conduct shall be grounds for removal of Athlete from the National Team, or other disciplinary action by USA-NKF.

Per the Sports Act, USOPC Bylaws ad USA-NKF Bylaws, Athlete may have rights to certain due processes, including hearing(s), before being declared ineligible.

II. TRAINING AND COMPETITION

1) Each Athlete is encouraged to maintain a training and competition log.
2) Each National Team Member is required to maintain an attitude conducive to a positive team atmosphere.
3) Each Athlete is required to follow the structure of the camps and competitions as established by the National Coaching Staff. Failure to follow these requirements may result in removal from the team.

III. RETIREMENT

Once an Athlete determines his or her retirement, they are required to immediately notify USA-NKF.

IV. RELEASE AND GRANT OF PERMISSION – LICENSING, SPONSORSHIP, FUNDRAISING, APPEARANCES AND PROMOTIONAL ACTIVITY

1) Athlete hereby agrees and grants to USA-NKF the right to use (and to license to others to use), in connection with any matter associated with promotion, publicity, licensing, sponsorship, fundraising, commercial ventures or other activities relating to the affairs of USA-NKF (such matters shall hereinafter be referred to as "USA-NKF Fundraising or Promotional Activities"), use of Athlete's name, initials, likeness, identity, signature, facsimile and biographical sketch, as well as film, photograph or sketched image of Athletes and/or Athlete's performances, as a member of the National Team ("Athlete Identifications"); provided, however, that no such use of Athlete Identifications may be for the purpose of any association of Athlete, individually, with any specific products, goods or services, or for any direct or implied endorsement of any products, goods or services by Athletes, without the prior written permission of Athlete. USA-NKF and its licensees shall be entitled to make sure use of Athlete Identifications in film, video, photographs, television, posters, social media or any other reproductions in which members of the National Team appear on a group basis, meaning applications involving the images of three or more Athletes in a group engagement or collage (still or video). Athlete acknowledges that footage from all USA-NKF may grant rights therein. Duplication or use for commercial gain without the written permission of USA-NKF is prohibited. It is understood that the release and grant of rights by Athletes to USA-NKF under this paragraph does not include Athlete Contractual Agreements as Contemplated by Article VI of this Agreement.
2) So long as an Athlete is a member of the National Team, Athlete will use best efforts to positively support USA-NKF Contractual Agreements and USA-NKF Fundraising and Promotional Activities and will not make any private or public negative statements about such agreements, the parties thereto, or any product affected thereby. Furthermore, Athlete will abide by all reasonable requirements of Athlete caused by such agreements, treating all parties thereto with courtesy and respect, and not exploiting the arrangement for individual benefit to the exclusion of USA- NKF or the National Team.
3) No use as contemplated in subparagraph 1 above shall be made, which is not in conformity with the eligibility requirements of the Sports Act or the WKF, IOC or USOPC constitution, bylaws, rules or regulations.
4) The release and grant of rights given by Athlete will continue for the term of any promotional contract which is entered into by USA-NKF during the term of this Agreement.
5) In the event Athlete is no longer a member of the National Team, USA-NKF shall be entitled to leave all fundraising, promotional, advertising and commercial materials in place and will not be required to withdraw existing materials from circulation because of this Agreement having expired or having been terminated.

V. ATHLETE CONTRACTUAL AGREEMENTS

1) It is acknowledged that Athlete has the exclusive right to contract, solicit or negotiate sponsorships, endorsements or marketing agreements with third parties for the use of Athlete's Identifications as an individual (such third-party agreements shall hereinafter be referred to as "Athlete Contractual Agreements").
2) Athlete Contractual Agreements must meet the following conditions:
3) The Athlete Contractual Agreement shall not include the right to photographic film, video, sketch, or other likeness of Athlete wearing National Team equipment or logo or referring to Athlete as having worn such without explicit written approval in advance from USA-NKF.
4) Athlete may not use or authorize the use of USA-NKF's name, design, uniform, or logo for purposes of trade, including any use in a manner that would express or imply an endorsement of any company, product, or service by USA-NKF or the National Team, without USA-NKF's express written permission.
5) Athlete may not use or authorize the use of any registered trademark items including but not limited to Olympic Marks, Olympic Rings, WKF logo and Marks related to competitions without the express written permission of the holder of the trademarks.
6) An Athlete Contractual Agreement shall not be detrimental to the image of the National Team or USA-NKF, or place demands upon Athlete which would seriously interfere with Athlete's performance with the National Team or fulfillment of Athlete's obligations under this Agreement.
7) Athlete Contractual Agreements must follow any applicable requirements of the Sports Act or the WKF, IOC or USOPC constitution, bylaws, rules or regulations.
8) Athlete Contractual Agreement must not conflict with any National Team Sponsorship Agreements or USOPC Sponsorship Agreements.
9) USA-NKF shall have no right to compensation from properly approved, executed and administered Athlete Contractual Agreements.

VI. SUBSTANCE ABUSE

Athlete acknowledges, understands and agrees that "Substance abuse", as that term is commonly defined, or as that term may now or hereafter be defined under applicable rules, regulations and/or protocols of USA-NKF, WKF, the USOPC, USADA, WADA, or the IOC, whether relating to alcohol, drug or other substances, is grounds for immediate termination of the financial benefits afforded to Athlete under the terms of this Agreement and immediate dismissal of Athlete from the National Team, as well as disciplinary proceedings under the USA-NKF Athlete Code of Conduct and/or Bylaws. In consideration for financial benefits under this Agreement, Athlete agrees to submit to such tests for drug or other substance usage Athlete may also be the subject of termination of financial benefits afforded to Athlete under the terms of this Agreement for conduct not in accordance with the USA-NKF Athlete Code of Conduct and the USOPC Code of Conduct.

If WADA, IFSC, USADA or any other anti-doping organization with jurisdiction over the athlete, coach, athlete support personnel, or other person issues a determination of an anti-doping violation, USANKF shall enforce the sanction imposed by such determination. USANKF shall ensure that such athlete, coach, athlete support personnel, or other person has been adequately notified of such determination and the process, and that the terms and conditions of the sanction are enforced at all levels under the jurisdiction of USANKF in accordance with the sanction.

Athlete understands and agrees that the [IF] Anti-Doping Rules and U.S. Anti-Doping Agency Protocol for Olympic and Paralympic Movement Testing (USADA Protocol) and all other policies and rules adopted by the [IF], USADA, and the USOPC apply to me and that it is my responsibility to comply with those rules. I agree to submit to drug testing at any time and understand that the use of methods or substances prohibited by the applicable anti-doping rules would make me subject to

penalties including, but not limited to, disqualification and suspension. If it is determined that I may have committed a doping violation, I agree to submit to the results management authority and processes of USADA, including arbitration under the USADA Protocol, or to the results management authority of the [IF] and/or my national federation, if applicable or referred by USADA.

VII. CITIZENSHIP REQUIREMENT

Athletes on the National Team must be eligible for competition in the PKF Championship, WKF World Championships, Pan Am Games and the Olympics as determined by USOPC and WKF guidelines. National Team members must be citizens of the United States and must be eligible to represent the USA in WKF recognized international competitions. Athletes are not permitted to compete for any other Country.

VIII. DISCIPLINARY AND GRIEVANCE PROCEDURES

1) Subject to any grievance or dispute resolution procedures that may be available to Athlete under the Bylaws of USA-NKF, the Bylaws of the USOPC, or the Sports Act, any Athlete who violates any term of this Agreement or National Team rules is subject to disciplinary action which may include: a reprimand; suspension from the National Team; withholding of stipend, support or payments; dismissal from the National Team; or a combination of such actions.
2) Athlete agrees that any disciplinary penalty, grievance or dispute that is resolved through available administrative procedures of USA-NKF or the USOPC shall be final and binding, subject to the right, if available under the circumstances, to go to arbitration in accordance with the rules of the American Arbitration Association once Athlete has exhausted all of the administrative remedies available within USA-NKF and/or the USOPC, or as available under the Sports Act. Athlete waives his or her right to bring suit in any court of competent jurisdiction regarding any disciplinary sanction, grievance or dispute regarding this Agreement or any part hereof.

VIIII. ACCIDENT OR INJURIES

Athlete acknowledges and agrees that Karate is an activity that involves the risk of bodily injury, including possible paralysis or death, as well as the loss of or damage to property. Athlete knowingly and freely assumes all such risks for and on behalf of himself, their heirs, assigns, and next of kin. Athlete, for and on behalf of himself, their heirs, assigns and next of kin, releases, holds harmless and waives any claim or right to sue or hold responsible USA-NKF, the National Team, the National Team coaches, the organizers of the several Olympic, national or international trials events, the USOPC, the IOC, the WKF, and all of the directors, officers, members, sponsors, officials, agents and/or employees of any of the above-named organizations, with respect to any and all such injury, paralysis, death, except that which results from gross negligence or willful or wanton misconduct by any of the above.

IX. WAIVER

The failure of either party at any time to demand strict performance by the other of any of the terms, covenants of conditions set forth herein shall not be construed as continuing waiver or relinquishment thereof, and each may at any time demand strict and complete performance by the other of said terms, covenants and conditions.

X. ENTIRE AGREEMENT

This writing and the attached addendum constitute the entire Agreement between the parties hereto and may not be changed or modified except in writing signed by the party or parties to be charged thereby.

XI. NOTICES

All notices, requests, demands and other communications called for or contemplated hereunder shall be in writing and shall be deemed to have been duly given when personally delivered or four (4) days after mailing by United States certified or registered mail, postage prepaid, addressed to the following parties, or their successors in interest or such other addresses as the parties may designate by written notice in the aforesaid manner as a courtesy a copy should also be emailed.

Mailing address: USA Karate | 1631 Mesa Avenue, Suite A1 | Colorado Springs, CO 80906

Email: natoffice@usankf.org

APPENDIX A | SOCIAL MEDICA POLICY AND GUIDELINES

USA National Karate-do Federation Social Media Policy and Guidelines

USA National Karate-do Federation (USA-NKF) encourages the use of social media to interact with our membership, supporters and fans. We encourage our Athletes to maintain a profile limited to their Athlete persona. Social media is a very personal space and as an Athlete you may not want to share the same amount of information with your fans as you do with your family and friends.

Please note that the opinions and comments expressed on social media sites (Facebook, Twitter, Instagram, Snapchat, LinkedIn etc.) do not reflect the opinions and positions of USA National Karate-do Federation, its board of directors or its employees.

As a national team member of USA National Karate-do Federation I agree to the following Policy:

1) I am responsible for my online presence, including my posts and any photos, videos or other recordings posted by others in which I appear.
2) I will not degrade my opponents before, during, or after competition.
3) I will post only positive things about my teammates, coaches, officials, and opponents.
4) I will use social media to purposefully promote abilities, team, community, and social values.
5) I will review my posts before they are posted to ensure that I am maintaining a professional presence on social media.
6) I will ignore any negative comments about me and will not retaliate.
7) I am aware that I represent the sport of karate, traditional karate, USA-NKF, PKF, WKF, USOPC and the Olympic Movement, family and community always, and will do so in a positive manner.
8) I will avoid using profane or obscene language or content.
9) I will not post content that promotes, fosters, or perpetrates discrimination based on race, creed, color, age, religion, gender, marital status, national origin, physical or mental disability, or sexual orientation.
10) I will not infringe on copyrights or trademarks.
11) I will not post content that defames USA National Karate-do Federation (USA- NKF, USA Karate), Pan-American Karate Federation (PKF), World Karate Federation (WKF), United States Olympic Committee (USOPC), US Anti-Doping Agency (USADA), World Anti-Doping Agency (WADA) or US Center for SafeSport by name or the name of its board of directors, executive team, staff, coaches, officials, tournament staff, official sponsors, etc.
12) I will not post content that defames any USA-NKF Sponsor or its products or services.
13) I will not disclose any Confidential or non-public information.

SOCIAL MEDIA GUIDELINES

Always remember that social media is a very powerful tool and has a very unpredictable reach.

- Conversations and posts are never completely private.
- Nothing on the internet is ever guaranteed to be deleted and a screen shot of an errant post can cause as much a problem as the post would have.

- What you post and repost are reflections of you and your personal brand.
- Our members and fans reflect a wide range of ages, experiences, origins, languages that social media can help us to connect with.

Below are some important guidelines to follow:

UNDERSTAND THE AUDIENCE

- Is your post something you would want your parents or grandparents to know?
- Are you presenting a positive message for a younger Athlete that looks up to you?
- Are you creating drama with a coach or fellow team members?
- The audience is broad on social media, so you need to think before you post.

UNDERSTANDING THE POTENTIAL CONSEQUENCES

Your posts represent who you are, it is your personal brand. Your relationship with USA-NKF also makes your posts a reflection on our federation's reputation. We have seen plenty of stories in the news where people have lost jobs, been passed over for positions, sued for misrepresenting another person or a brand. Recently, a softball team in Virginia was disqualified for a picture they posted on snap chat. For an example of how a social media post can affect a team, see USA TODAY High School Sports' coverage of the Atlee softball team's disqualification after a Snapchat post.

AVOID POSTING WHEN YOU ARE ANGRY OR UPSET

Your mental state at the time of the post is important. Think before you post to make sure that you are accurately reflecting your true self.

BE GENUINE

Your posts reflect who you are. We don't want Athletes to play a role for social media. All our Athletes have their own stories. Your personal "why", your triumphs and your defeats, your recollections, your fears and your joy. These are what makes you who you are. The world is interested in you. What you need to make sure is that you reflect who you are with purpose, it's very easy to post something that is interpreted very differently than you intended. Make sure your post reflects who you are. You represent our USA-NKF Brand and the USOPC Brand.

Your relationship to USA-NKF has an impact on our brand as a national governing body and the entities we are associated with like the WKF and USOPC. We participate in a sport that unlike most sports also has a rich tradition of values that our Athletes practice their entire life. It's important in our interactions that we stay true to the meaning of karate-do and not just points and rankings. Our sport is unique because it has a training component that allows people of all ages to participate and gain the benefits of training in karate. Your stories will encourage people to become involved in training and then become involved in competition.

BE COURTEOUS, HUMBLE, AND KIND

- Share pictures of your journey - Fans love to be a part of your quest for excellence. The behind-the-scenes images help them to better understand the effort and hard work that goes into being an Athlete. A picture tells a thousand words.

- Post Frequently to stay connected and relevant - Followers like to follow your journey and the social media platform rewards engagement. So be sure to post often to keep your followers engaged.

USA-NKF USAGE OF SOCIAL MEDIA

We currently use Facebook, Twitter and Instagram to engage our members and fans, and focus our Social Media activities on:

- Communicating information about sanctioned events, using social media to encourage members to participate in these events.
- Profiling team members, coaches or notable alums, to help the karate community get to know one another.
- Repost information from our national team members to share our Athlete's journeys.
- Promote USA-NKF events, programs and news to grow our member engagement and membership.
- Share event results and member accomplishments.

APPENDIX B | CONCUSSION POLICY

USA National Karate-do Federation Concussion Policy

Concussion is a recognized risk of participating in a combat sport. This policy is an effort to ensure the integrity of karate as a martial art and preserve the health of Athletes now and in the future. As research progresses the following recommendations will be modified to reflect current standards of care. USA Karate will align its concussion policies with guidance from the CDC HEADS UP program.

Concussion training is available through CrashCourse by TeachAids.

All reasonable efforts should be made to provide an environment to reduce the risk of concussion. The competition area should be safe and free of hazards. It is recommended Officials conducting matches be trained to recognize the signs and symptoms of a concussion.

It is recommended that medical staff be present at all USA Karate events for the safety of the competitors. Adequate staffing should be available to evaluate and treat competitors suspected of concussion. The safety of the competitor should be prioritized. In the event of an injury, it is imperative officials give medical staff all possible information relating to what happened and how it affected the competitor. Officials and medical staff need to be respectful of an individual's right to privacy and confidentiality. Officials and medical staff should ensure an Athlete is removed from competition when deemed medically necessary. Any loss of consciousness, no matter how long or the cause, will result in a mandatory removal of the Athlete from the entire tournament.

It is recommended medical staff give the Athlete a form advising them of the possibility of a concussion including a recommendation for medical follow-up. It is expected that an Athlete suspected of having a concussion at an event seeks medical care. An Athlete so identified is expected to return to competition only after clearance by a medical professional. It is the responsibility of the Athlete to obtain this medical care and clearance prior to participation in further USA Karate events. USA Karate events include Signature Events, Team Trial Events, Training Camps, Sanctioned Events, National Team Events, Pan-American Karate Federation (PKF) Events and World Karate Federation (WKF) Events. An Athlete's participation in USA Karate events implies adherence to these recommendations.

APPENDIX C | ANTI – DOPING POLICY AND WAIVER

USA KARATE ANTI-DOPING POLICY

As the National Governing Body for the sport of Karate in the United States, USA KARATE adopts the following Anti-Doping Policy.

1. JURISDICTION.

Any athlete, coach, athlete support personnel, or other person included within the scope of the USADA Protocol for Olympic and Paralympic Movement Testing ("Protocol"), who participates in the activities or affairs of USA KARATE, is subject to the rules, policies, and procedures set forth in the USADA Protocol, and will submit, without reservation or condition, to the jurisdiction of USADA for the resolution of any alleged violations of those rules, policies, or procedures, as they may be amended from time to time.

2. DUTIES ASSOCIATED WITH ANTI - DOPING.

It is the duty of all Athletes, Athlete Support Personnel and other Persons (as those terms are defined in the World-Anti Doping Code), by virtue of their participation in the Olympic, Paralympic, Pan American, Parapan American or Youth Olympic Games, participation in an event or competition organized or sanctioned by USA KARATE, participation on a national team, utilization of a USOPC Training Center, receipt of benefits from the USOPC or USA KARATE, inclusion in the Registered Testing Pool, or otherwise subject to the World Anti-Doping Code to comply with all anti-doping rules of WADA, World Karate Federation, the USOPC, and of the U.S. Anti-Doping Agency (USADA), including the USADA Protocol for Olympic and Paralympic Movement Testing (USADA Protocol) and all other policies and rules adopted by WADA, World Karate Federation, USA KARATE and USADA. If it is determined that an Athlete, Athlete Support Personnel, or other Person may have committed a doping violation, the individual agrees to submit to the results management authority and processes of USADA, including arbitration under the USADA Protocol, or to the results management authority of World-Karate Federation, if applicable or referred by USADA. In addition, Athletes agree to submit to drug testing by USA KARATE, the World Karate Federation and/or USADA or their designees at any time and understand that the use of methods or substances prohibited by the applicable anti-doping rules make them subject to penalties including, but not limited to, disqualification and suspension.

3. ENFORCEMENT OF AN ANTI–DOPING SANCTION.

In the event that WADA, World Karate Federation, USA KARATE or USADA or any other anti-doping organization with jurisdiction over the athlete, coach, athlete support personnel, or other person issues a determination of an anti-doping violation, USA KARATE shall enforce the sanction imposed by such determination. USA KARATE shall ensure that such athlete, coach, athlete support personnel, or other person has been adequately notified of such determination and that the terms and conditions of the sanction are enforced at all levels under the jurisdiction of USA KARATE in accordance with the sanction.

ATHLETE ACKNOWLEDGEMENT

I acknowledge that I have received and read the USA Karate National Team Athlete Agreement and Code of Conduct, including the appendices listed below. I understand the expectations set forth by USA Karate and agree to abide by the agreement and its policies and guidelines.

Appendix A | Social Media Policy and Guidelines

Appendix B | Concussion Policy

Appendix C | Anti-Doping Policy

ANTI-DOPING POLICY WAIVER

I understand and agree the World Karate Federation (WKF) Anti-Doping rules and U.S. Anti-Doping Agency Protocol for Olympic and Paralympic Movement Testing (USADA Protocol) and all other policies and rules adopted by the WKF, USADA and the USOPC apply to me and that it is my responsibility to comply with these rules. I agree to submit to drug testing at any time and understand that the use of methods or substances prohibited by the applicable anti-doping rules would make me subject to penalties including, but not limited to, disqualification and suspension. If it is determined that I may have committed a doping violation, I agree to submit to the results management authority and processes of USADA, including arbitration under the USADA Protocol, or to results management authority of the WKF and/or my national federation, if applicable or referred to by USADA.

ELECTRONIC SIGNATURES

By signing electronically, I intend my electronic signature to serve as my signature on this acknowledgment and waiver.

ATHLETE

Athlete full legal name	Electronic signature	Date

PARENT OR GUARDIAN

Required for a minor athlete. By signing, I acknowledge that I have read the agreement and Appendices A, B, and C, including the Anti-Doping Policy Waiver.

Parent or guardian full legal name	Electronic signature	Date