



## LEAGUE GUIDELINES & SUPPLEMENTAL RULES



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## Edition

Please always refer to the latest revision of the League Guidelines & Supplemental Rules for the most accurate and up to date information.

This League Guidelines & Supplemental Rules handbook was last updated: 7/18/2025 12:14:40 PM Pacific Time

This date and time stamp and all its changes/revisions supersede all previous editions.

## Change Log

All changes throughout the season will be recorded here.

- Renaming of “No Donkey Rule” to the “Fair Play Code”.
- Corrected spelling and grammar errors that were discovered.

# Welcome to the Seattle Pride Hockey League

Seattle Pride Hockey League wants to provide a fun and exciting – and above all, inclusive – recreational hockey league for adult players of all skill levels.

Seattle Pride Hockey League is sanctioned by USA Hockey, Inc. (“USA Hockey”) and follows – at a minimum – the Official Rules of Ice Hockey set forth by USA Hockey. USA Hockey’s Official Rules of Ice Hockey can be found by visiting <http://www.usahockey.com/rulesandresources>. Please reference and follow all rules contained within USA Hockey’s rulebook.

In addition, Seattle Pride Hockey League also has additional guidelines and supplemental rules contained herein that enhance or supplement the Official Rules of Ice Hockey. Seattle Pride Hockey League reserves the right to amend and/or change the following guidelines and/or supplemental rules at any time, and Seattle Pride Hockey League is the final arbitrator on how these guidelines and supplemental rules will be interpreted, applied, and enforced.

## Mission

Seattle Pride Hockey Association is committed to promoting and advocating for diversity and inclusiveness in the Pacific Northwest ice hockey community. Through this mission and our pillars – education, opportunity & inclusion – we are excited to offer the Seattle Pride Hockey League to provide a safe, fun, inclusive and positive environment for both players and officials.

## Pillars

- **Education** – Challenging homophobia and changing culture are just the start. We firmly believe acceptance can only be achieved when education is used to unlock understanding.
- **Opportunity** – Hockey is for everyone, and we’re one of countless organizations around the world working to make that a reality. On or off the ice, our mission comes to life when the LGBTQ+ community and allies can play, learn, practice, watch, and gather around hockey. More so, we recognize the importance and value of these opportunities. For many, this is the first or only queer hockey space they’ve ever been a part of. By creating a welcoming space to enjoy a sport they love, we have a chance to truly affect peoples’ lives for the better enabling them to enthusiastically and authentically participate in the sport they love.
- **Inclusion** – Our primary purpose is to create a safe space for all LGBTQ+ hockey players and fans. Hockey can be an intimidating sport to play and follow, especially for youth athletes or those who are just starting out. We believe in creating an environment where all feel comfortable – we cheer for each other, regardless of ability, and we reach out to one another

in the spirit of making hockey better-without fear from hate or judgement of skill.

## Standards of Play

All players of the Seattle Pride Hockey League, including officials, administrators, and spectators, are expected to exhibit good sportsmanship and abide by USA Hockey Codes of Conduct and Seattle Pride Hockey Association's Participant Conduct Policy. Seattle Pride Hockey League players are encouraged to remember to:

1. Play for fun.
2. Work to improve your skills and those around you.
3. Be a team player – get along with your teammates.
4. Learn teamwork, sportsmanship, and discipline.
5. Be on time.
6. Learn the rules and play with them. Always be a good sport.
7. Respect your teammates, opponents, and officials.
8. Never argue with an official's decision.

## Game Day Logistics

1. Locker rooms are assigned by the rink prior to game time and displayed in the entrance area of the facility. Team captains are responsible for ensuring locker rooms are properly utilized while occupied and that all locker rooms are left equal to or cleaner than their team's game. Please report any facility issues to the Seattle Pride Hockey League.
2. Valuables should be taken with the team from the locker rooms to the bench area for the duration of the game. Neither Seattle Pride Hockey League nor the facility assumes responsibility for any items lost and/or stolen.
3. Warm-up and game pucks are provided by the facility.
4. The team captain must submit the team roster to the scorekeeper before the start of the game, representative of both absent and present players for that game.
5. Game clocks, penalties, goals, and all game-related statistics will be recorded by the scorekeeper and posted to <https://www.seattlepridehockey.org/league/scores-stats/>. Any amendments or corrections should be submitted via the Team Captain to Seattle Pride Hockey League at [League@SeattlePrideHockey.org](mailto:League@SeattlePrideHockey.org).
6. If your team's goaltender is absent, please call upon your other goaltender. If your team's other

goaltender is unavailable, there are other goaltenders that can be called upon within the Seattle Pride Hockey League. Please make attempts to source from within the league prior to utilizing external goaltenders.

7. Both half-time goaltenders and half-time skaters are permitted to play additional games – without additional registration dues – should the team have ten (10) or fewer skaters for any applicable game. Teams may activate substitute skaters from other teams only when their team has fewer than nine (9) skaters for a single game (eight (8) or less). Otherwise, teams should self-service from among their internal roster.

## **Seattle Pride Hockey League Guidelines**

### **Joining the Seattle Pride Hockey League**

To join Seattle Pride Hockey League, anyone aged 18-years and older should register via the mySPHA Dashboard (<https://seapridehockey.leagueapps.com/>). All registered players will be placed on a team during the leagues draft.

All active and returning players must register with and keep current a USA Hockey annual membership prior to participating in the Seattle Pride Hockey League.

The annual USA Hockey membership fee varies each season and is posted on [USAHockey.com/Membership](https://www.usahockey.com/membership). USA Hockey registration begins on April 1 annually and covers a 16-month period through August 31 of the following year. Registering with USA Hockey provides players with several benefits, including supplemental insurance coverage for incidents that may occur during USA Hockey sanctioned events/games.

### **Evaluation Skates & Player Drafts**

Seattle Pride Hockey League hosts an evaluation skate prior to the start of the season. This will be communicated in advance prior to and during registration.

### **Team Captains**

Seattle Pride Hockey League will itself elect one team captain, and ideally one or two alternate team captain(s), who are all responsible for organizing the team, and serving as the main point(s) of contact with the league. Team captains and alternate team captains are also the main points of contact with game officials (both on- and off-ice) during Seattle Pride Hockey League games. The team captain and alternate team captain(s) do not have to be the best players on the team. To the

contrary, the best leaders are sometimes the least players.

If a team captain is not present for a game, the players(s) taking that responsibility should be noted on the roster that is submitted to the scorekeeper prior to the start of the game.

## Registration and Dues

Seattle Pride Hockey League will collect all registration dues upfront from players. Currently, teams are not responsible for managing player finances.

## Payment Plans

Seattle Pride Hockey League understands that ice hockey is not inexpensive and wants to provide a supportive and inclusive environment. To that end, we are offering payment plans to provide easier options for entry into the league. We hope players will find these options helpful in breaking up payments. In the future, we hope to offer scholarship options for those with financial need. That said, all players are expected to pay their dues in a timely manner according to the payment schedule established. If, for any reason, a player is in default by more than three (3) calendar days of their scheduled due date, the applicable player(s) will not be permitted to participate in Seattle Pride Hockey League until the default is rectified. As a reminder, Seattle Pride Hockey League does not provide any refunds, in whole or part, for missed games, including those because of default of an established payment plan. If a player remains in default to Seattle Pride Hockey League at the conclusion of the season, the player will not be eligible to return to the league until the default is rectified.

## Team Rosters

1. All players, both skaters and goaltenders alike, whether full-time, part-time, or on a spare/substitute basis, must be USA Hockey registered for the active/current season and be officially registered members with the Seattle Pride Hockey League. Unregistered, non-membered players with either USA Hockey and/or Seattle Pride Hockey League, are not permitted. **All players must be approved by Seattle Pride Hockey League in advance.**
2. A printed copy of the team's roster must be provided to the scorekeeper before the start of every game. Each player in uniform must be clearly noted, including first & last name, and jersey number. Please note that while players may have the same number on the team's roster, no two skaters may share the same number during any single league game. On the roster, please list the goaltender first, followed by skaters, in numerical order.
3. Failure to turn in a printed roster prior to the start of any league game will result in a bench minor penalty being issued to the violating team (see [Game Format > Penalty Lengths](#)).
4. Teams that deviate and/or add new players to their roster (including the invitation of players

from a team whose game immediately preceded) without prior written approval from the Seattle Pride Hockey League will be penalized, including, but not limited to, suspension of the team's captain and/or their alternate team captain(s), forfeiture of wins, prohibition from playoffs and/or expulsion from the Seattle Pride Hockey League altogether.

5. It is the responsibility of each team captain, and their alternate team captain(s), including all registered players, to know and follow the rules regarding ineligible players.

## **Jerseys**

1. Seattle Pride Hockey League will manage all jersey & socks throughout the season. A deposit is required during registration to cover the cost of a jersey and/or socks.
2. Each players jersey must have the players number permanently affixed to the back. Please note the following requirements regarding numbers:
  - a. Taped numbers are not acceptable.
  - b. Handwritten numbers must be done with a large, felt-tip permanent marker for boldness and visibility.
  - c. More than one (1) skater may not share the same number within the same game.
3. If a player has lost/misplaced or otherwise forgotten their numbered jersey, the player will be responsible for finding a like-color, numbered jersey to participate in the game. Only one (1) blank jersey is an acceptable substitute per team. In addition, the players deposit will be withheld by Seattle Pride Hockey League to cover the replacement expense.
4. While goaltenders can wear a non-matching jersey, goaltenders are always encouraged to don the provided loaner jersey and socks, and to keep the spare jersey as close to the team's color as possible.
5. Goaltenders are permitted to wear a duplicate number or blank jersey on the same team (i.e., a goaltender and skater share the same number or blank).
6. Every player is encouraged to come equipped with their league-issued jersey and socks to every game.

## **Game Forfeiture Policy**

Game forfeitures cause significant disruption to league operations. If a team feels the need to forfeit (a) game(s) during any regular and/or playoff season, the game will result in a loss to the forfeiting team and will not be made up. The opposing team affected by the forfeit is permitted to use the ice as a scrimmage.

## **Cancellations & Refunds Policy**

For the full Cancellations & Refunds Policy that applies to SPHL, please visit <https://www.seattlepridehockey.org/cancellation-refunds/>.

## USA Hockey Official Rules of Ice Hockey

The Official Rules of Ice Hockey with USA Hockey always remain in effect. These official rules can be found by visiting <http://www.usahockey.com/rulesandresources>. However, the following rules set forth by the Seattle Pride Hockey League go above and beyond the Official Rules of Ice Hockey set by USA Hockey.

### Playing Equipment

Seattle Pride Hockey League does not rent, loan, or otherwise supply any equipment/gear to players – other than a jersey & socks.

1. All players are required to wear face protection. Full metal or plastic helmet cage (bubble) are highly encouraged. Half shield/visors are acceptable but are strongly discouraged in Seattle Pride Hockey League.
2. Seattle Pride Hockey League strongly encourages all players to use a neck and mouth guard.
3. Players failing to wear acceptable face protection, and players whose chinstraps are missing and/or not fastened, will not be permitted to play in any game until the requirements are met. Referees may also assess penalties for noncompliance.
4. Seattle Pride Hockey League requires that all players wear all other available protective equipment (gloves, shoulder pads, elbow pads, knee/shin pads, protective cup/jill, ice pants, and hockey socks). ([USA Hockey Official Rules of Ice Hockey Rule 304. Protective Equipment.](#))
5. Use of music and video-recording devices while participating as a player on the ice, including wearing headphones and cameras (i.e., GoPro), is strictly forbidden. Players with such devices will be removed from the game to remove the invalid equipment.

### Game Format

All Seattle Pride Hockey League games are conducted in the following format:

#### Regular Season

1. Players and pucks are not permitted on the ice surface while the rink doors are open.

2. Teams will be allowed no less than 3-minutes of warm-up time prior to the game beginning.
3. The first, second and third periods will be 16 minutes in length, each with a “running” clock.
4. Intermission one and two will be 60-seconds (1:00 minute) in length.
5. The final 30 seconds in all periods will have a “stop” clock.
6. Each team is permitted one (1), 30-second timeout per game.
7. If a game ends in regulation with a tie score, there will be no overtime, and each team will receive one point in the standings.

## **Penalty Lengths**

1. During all periods, minor penalties will be three (3:00) minutes, major penalties will be seven (7:00) minutes and misconduct penalties will be ten (10:00) minutes in length.
2. If a team is penalized for not turning in a roster (see [Seattle Pride Hockey League Guidelines > Team Roster](#)), that penalty will be three (3:00) minutes in length. It will be recorded as a bench minor penalty for delay of game. If present, the team captain, or their alternate will serve the penalty. If the team captain and alternate team captain(s) are not present, any player picked at random will serve the penalty and fill out the roster.

# Seattle Pride Hockey League Supplemental Rules

## Supplemental Rule 1: Suspended Players

1. A player who is removed from Seattle Pride Hockey League for the balance of a season will be treated as a new player who must re-register to play again in the Seattle Pride Hockey League. Seattle Pride Hockey League reserves the right to refuse to allow a player to return to the league, and under no circumstances will any player trying to return from an extended suspension be guaranteed a spot on any Seattle Pride Hockey League team.
2. Any player who satisfies assessed game suspensions that extended beyond the end of the season in which the suspensions were incurred will be treated as a new player. The player must register as a new player and pay the dues for the upcoming season. Seattle Pride Hockey League reserves the right to refuse to allow the player to return to the league, and under no circumstances will any player trying to return from an extended suspension be guaranteed a spot on any Seattle Pride Hockey League team.
3. If Seattle Pride Hockey League is made aware of any active suspension from any other adult hockey league within the State of Washington, whether through decision of the organization itself, and/or governing body (i.e., USA Hockey), this suspension will be recognized in consideration for participation in the Seattle Pride Hockey League. The player must satisfy all suspension(s) prior to resuming play with Seattle Pride Hockey League.

## Supplemental Rule 2: Ineligible Players

1. Seattle Pride Hockey League will strictly enforce the roster requirements discussed above (see [Seattle Pride Hockey League Guidelines > Team Rosters](#)). Only players registered with both USA Hockey and Seattle Pride Hockey League will be allowed on any team's official roster.
2. If, at any time, during or after a game, a team is identified as having utilized player(s) not on the team's official roster, players serving a suspension and/or other penalty, and/or similar misconduct, the offending team will forfeit the game. If discovered during the game, the forfeit will be immediate and will occur regardless of the score. The team captain and/or alternate team captain(s) of the offending team will be suspended for not less than two (2) games. Note: This suspension will be issued to the team captain and/or alternate team captain(s), regardless of whether s/he is/are present for that game.
  - a. The team captain and/or alternate team captain(s) of the team will be suspended for no less than ten (10) games.
  - b. Any team caught violating this rule a third time in a season will forfeit the balance of the season and will be barred from further play in Seattle Pride Hockey League

without any refund.

3. All players must be registered through Seattle Pride Hockey League and active in that season. All team captains and alternate team captain(s) should consult with Seattle Pride Hockey League to confirm player eligibility, should the need for a substitute player be needed.
4. All goaltender substitutions during playoffs must not regularly play, full-time, in any league division higher than the team seeking the substitution. (i.e., a Kraken Hockey League Division 1 goalie).
5. Goaltender stats, including games played, are separate from those of skaters. To that end, a goaltender's games played minimum requirement are not enough to participate in a playoff game as a skater, unless they have enough games played separately as a skater.
6. Any team caught violating these rules during the playoffs will be suspended from further play.
7. All players are encouraged to bring photo identification to the game for verification, if needed.

### **Supplemental Rule 3: "Gretzky Rule"**

1. At no time may a player be allowed to score more than three (3) goals in a single game. When a player has scored three (3) goals, the scorekeeper will notify the on-ice officials, who will notify both teams that a player has scored their three (3) goals. It is ultimately up to the applicable player(s) and/or team(s) to know when a player has reached their three (3) goals.
2. If a player scores a fourth (4<sup>th</sup>) goal in a single game, the goal shall be disallowed, and play will restart in the offending team's defensive zone (much like an icing). No penalty will be assessed.

### **Supplemental Rule 4: "Fair Play Code"**

1. Pursuant to our Players Conduct Policy, to promote and uphold Seattle Pride Hockey Association's mission and pillars throughout the course of the season, any behavior which diminishes the experience of other players is strictly prohibited. This kind of conduct includes dangerous play, aggressive body contact, excessively poor sportsmanship, and/or abuse of officials, spectators, and other players. The Conduct & Ethics Committee has authority to enforce this rule as they see fit, up to and including expulsion from the league without a refund.

# Player Conduct

## Participant Conduct Policy

1. Fair play and respect are the backbone of any successful recreational sports program. For a positive environment to be created, it is imperative that all players have respect for all players, coaches, officials, administrators, spectators and the sport of hockey. Hockey is a game demanding high levels of concentration and skill. Players must recognize the importance of following all staff and/or coach instructions and agree to follow such instructions.
2. All players are encouraged to familiarize themselves with and adhere to our Participant Conduct Policy, available at <https://www.seattlepridehockey.org/participant-conduct/>.

## Reservation of Rights

1. Seattle Pride Hockey League is committed to providing a fun and successful recreational ice hockey league. As a result, Seattle Pride Hockey League reserves the right to suspend, expel or otherwise prevent any players from playing in the league, if the Seattle Pride Hockey League determines, in its sole discretion, that a player is detrimental to the safety of Players and successful operation of the league. Seattle Pride Hockey League also reserves the right to refuse or deny the registration of any prospective player or team that the Seattle Pride Hockey League determines, in its sole discretion, to be detrimental to the safety of players and successful operation of the league.
2. Seattle Pride Hockey League reserves the right to change these League Guidelines & Supplemental Rules at any time, with or without notice. Team Captains and all players within the league are encouraged to routinely review these League Guidelines & Supplemental Rules throughout the season for any updates.

# Waiver of Liability, Release, Assumption of Risks, Indemnity Agreement, Consent to Treatment, and Covenant Not to Sue

To participate in the program for which you are registering (the “**Program**”), you must agree to this Waiver and Release of Liability (the “**Agreement**”). This Agreement is entered into by and between you (“**Participant**” or “**I**” or “**you**” or “**your**”) and Seattle Pride Hockey Association, and are a legally binding contract between you and Seattle Pride Hockey Association.

If the individual participating is someone who is under the age of 18 (or the age of legal contracting in your jurisdiction) (a “**Minor**”), the Minor’s parent or legal guardian will be the party agreeing to this Agreement and providing the waiver and release on the Minor’s behalf. For good and valuable consideration the sufficiency of which is hereby acknowledged, the parties agree as follows:

## PLEASE READ THE FOLLOWING TERMS CAREFULLY.

BY ACCEPTING AGREEMENT, EITHER BY CLICKING A BOX INDICATING YOUR ACCEPTANCE, PARTICIPATING IN THE PROGRAM, OR OTHERWISE AFFIRMATIVELY INDICATING YOUR ACCEPTANCE OF THIS AGREEMENT, YOU AGREE THAT YOU HAVE READ AND UNDERSTOOD THIS AGREEMENT, AND AS A CONDITION TO PARTICIPATING IN THE PROGRAM, YOU AGREE TO BE BOUND BY, THIS AGREEMENT. IN ADDITION, IF YOU ARE ENTERING INTO THIS AGREEMENT ON BEHALF OF A MINOR, YOU REPRESENT THAT YOU HAVE THE AUTHORITY TO ENTER INTO THIS AGREEMENT. IF YOU DO NOT HAVE SUCH AUTHORITY, OR IF YOU DO NOT AGREE WITH THIS AGREEMENT, THEN YOU DO NOT HAVE OUR PERMISSION, AND MAY NOT, PARTICIPATE IN THE PROGRAM.

I acknowledge the inherent risks involved in ice sports including skating, figure skating and all ice-related activities along with being a spectator of such activities. Accordingly, in consideration of being allowed to participate in the Program at the location where the Program is taking place (the “**Facility**”), and in recognition of the Seattle Pride Hockey Association’s reliance hereon, I agree to the following:

On behalf of myself and/or my child(ren), I hereby expressly release and forever waive any and all claims, actions, causes of action, demands, rights, damages, costs, attorney’s fees, losses and expenses which I or my child(ren) may have against Seattle Pride Hockey Association, Inc., together with their respective administrators, officers, directors, managers, agents, employees, contractors, affiliates, sponsors, advertisers, ice officials, scorekeepers, announcers, legal representatives, organizers, volunteers, workers, promoters and their respective successors and

assigns (collectively “Releasees”) to any of the above for accident, personal injury, disability, death, property damage, or loss of any kind or nature suffered by me or my child(ren) as a result of or arising from our participation in the Program, and I hereby indemnify, defend and hold the Releasees harmless from the same. Further, I understand that the Releasees are not responsible for the consequences of their own negligence, that is, their **failure to use reasonable care in any way**. In addition to the above, I agree to indemnify Releasees from any and all third-party claims caused in whole or part by my actions or inactions.

I acknowledge for myself and/or my child(ren), and fully understand that, by participating in the Program, I will be knowingly and voluntarily engaging in activities that involve risk of serious injury, which may include permanent disability, even death, and severe social and economic losses which might result not only from my actions, but also from the action, inaction, or negligence of others. I further acknowledge for myself and/or my child(ren), that there may be risks inherent in the Program that are not known to me or not reasonably foreseeable, either to me, the organizers of the Program, or any Facility officials.

I agree that prior to participating in the Program, I will thoroughly inspect the competition/activity area and all equipment to be used. If through my inspection I determine that anything related to that activity is unsafe, I will immediately advise an official of the Facility of this unsafe condition and will not participate, nor allow my child(ren) to participate, until this condition is corrected. In the event of an emergency, I also consent for myself and/or my child(ren) to such first aid, medical treatment, transportation and emergency medical services as officials deem necessary if I become ill or am injured at the Facility, regardless of the cause of any such need. This consent does not impose a duty upon the Releasees to provide such first aid, medical assistance, transportation, or services. I understand and agree that I am solely responsible for all costs related to such medical treatment and any related medical transportation and/or evacuation. I therefore hereby waive and release any claims against the Releasees arising out of any first aid, medical assistance, treatment or services, including the lack of timing of such, rendered in connection with my activities at the Facility.

By participating in the Program, I, for myself and/or my child(ren), agree to assume all the foregoing risks and accept personal responsibility for myself and/or my child(ren’s) own damages following such injury, permanent disability or death. **This Agreement is agreed to voluntarily of my own free will.**

In exchange for the opportunity to participate in the Program at the Facility, I on behalf of myself and my child(ren) hereby grant to the Releasees a perpetual, irrevocable, worldwide, assignable, royalty-free, sublicensable license to use my and my child(ren)’s name, voice, photograph, likeness, performance, and any interviews, digital images, photographs, and video and/or audio recordings of us taken during the Program (collectively, the “**Media**”). I agree that Releasees shall be the exclusive owner of all right, title, and interest, including, but not limited to, copyright, in and to the Media and

the results and proceeds (if any) of my participation in the Program. Releasees shall have the exclusive right to reproduce, modify, create derivative works of, exhibit, record, publicly display, publicly perform, and otherwise use the Media in any format (the “**Content**”). The Content may be used for advertising, marketing, outreach, and publicity purposes in any and all media now known or developed in the future, including but not limited to TV, radio, print and internet (including the Releasees’ social media properties) throughout the world to promote Seattle Pride Hockey Association, Seattle Pride Classic, Frozen Pride Classic, and other events/programs, tournaments and/or activities. On behalf of myself and my child(ren), I hereby waive, release, and forever discharge the Releasees from any and all claims arising from Releasees’ use of the Media or Content, including any claim for royalties, proceeds, or other benefits derived from such use, and claims or liability for defamation, copyright infringement, violation of moral right, and invasion of the rights to privacy, publicity, or personality or any similar matter. On behalf of myself and my child(ren), I waive any right that I or my child(ren) may have to prior inspection or approval of the Media or Content, and I further waive any and all rights of privacy, publicity, or any other rights of a similar nature in connection with the Media or Content. I represent and warrant that I am fully authorized to grant the rights granted in this Agreement, that my entering into this Agreement will not breach or otherwise violate any commitment, agreement or understanding to which I am a part, and that I have the full legal authority to waive, discharge, and release the Releasees on behalf of my child(ren).

I agree that this Agreement will be governed by the laws of the state of Washington and that the exclusive jurisdiction for any disputes will be in the state or federal courts of the state of Washington. I agree that this Agreement constitutes the sole and entire agreement with respect to the subject matter contained herein and supersedes all other understandings, agreements, or representations, whether written or oral, with respect to this subject matter. If any portion of this Agreement is found to be void or unenforceable, then all other portions thereof shall remain in full force and effect.

I have carefully read this Agreement in its entirety and fully understand that it is a release of claims and a waiver of liability regarding my participation in this activity. I further understand that by agreeing to this Agreement I have given up substantial rights. I warrant, represent, and agree that I am at least eighteen (18) years of age and have the full power and authority to enter into this Agreement.

*The Participant has voluntarily executed this Waiver & Release of Liability, fully intending to be bound hereby.*