

Member Agreement



I. Introduction

Welcome to Rhythm X! You have been offered this contract because of your dedication to excellence and outstanding performance ability. In order to become a member of this ensemble you must read and sign this membership contract and turn in all accompanying forms. This contract is designed to make an agreement between the staff and members that will uphold the high standard of excellence and production of success that Rhythm X has worked so hard to achieve.

II. Age Policy

No member shall be over the age of 22 as of 31 March, 2014.

III. Financial Responsibilities

Operational fees, including staff salaries, competition costs, equipment transportation, storage expenses, and design fees are dependent on timely payment of member fees. Except on certain occasions, Rhythm X cannot provide meals, transportation, or housing for its members. Rhythm X will make every attempt to provide at least one meal on performance days

A. Fees

Members shall agree to pay the following required fees for the 2013 season:

Program fee:	\$1200.00
Shoe fee:	\$50.00

Members who have completed one season of performance with Rhythm X will receive a \$100 discount on program fees.

Additionally, members can purchase an official member jacket:

Official member jacket cost:	\$90.00 w/ embroidered name (optional)
	\$80.00 w/o embroidered name (optional)

B. Fee schedule

Members shall agree to pay the following fees at the first camp of every month:

3 November

\$300.00 - Installment 1

3 - 5 January

\$300.00 - Installment 2

\$50.00 - Shoe fee

31 January - 2 February

\$300.00 - Installment 3

28 February - 2 March

\$300.00 - Installment 4 (\$200 for veteran members)

Invoices for each installment will be sent one week before the due date. Members will be able to pay by credit card online, once the invoice is sent. If members would like to pay in full, an invoice will be sent by request. All other payments will be collected in person at the camp when the payments are due. Cash, check, and credit card are accepted. *Cash will only be accepted in an envelope labeled with the member's name and payment*

IV. Attendance Policy

A. Absence / Tardy requests

All rehearsals and performances of the Rhythm X season are mandatory. A missing or late member of the group unfairly effects rehearsal productivity for all personnel. Permission to miss all or part of a rehearsal must be requested in writing via email. Submitting a request for absence does not constitute permission to miss a rehearsal or performance. Requests to miss a performance will be handled much more stringently. Out of respect for the group, members are urged to avoid performance conflicts at all costs and attempt to submit absence requests at the earliest possible date.

Written requests for absence or tardiness must be submitted in one or more of the following ways:

Long-term request: The member agrees to submit (in writing) a list of conflict dates throughout the season. These include conflicts related to academic obligations, drum and bugle corps camps, graduations, weddings, religious observances, and legal obligations. Vacations, most extra-curricular performance ensembles, and work are very rarely excused. Request should be made at the members only section of the website. Visit rhythmx.org/

members only and click on "Long-term Absence." The deadline for submission of conflicts shall be **2 December 2013**. Submitting a list of conflicts does not constitute permission to miss rehearsal. A staff member will contact you to discuss.

Short-term request: (Rehearsals only) Members may request absence from rehearsal via email no later than 48 hours before a rehearsal (for example, the deadline for a 9:00PM rehearsal on Friday is 9:00PM on Wednesday). This email must explain the nature and reason of the conflict as well as the extent of the conflict (late, leaving early, return time, etc.). Submit your request via email. Emails must be addressed to the Ensemble Director, Operations Director, section coordinator, and copied to section technical staff. Again, sending an email does not constitute permission to miss a rehearsal.

Emergency request: In case of emergencies such as serious illness, a death or serious injury in the family, car accidents, and other unforeseeable issues, an emergency request for absence can be made via phone after the short-term request deadline (48 hours before an event). To make an emergency request for absence, members must call the Ensemble Director (Tim Fairbanks) at (937) 371-1583 or the Operations Director (Mike Scott) at (419) 343-3793.

B. Schedule

Rehearsals typically begin on Friday evening around 7:00PM. This time changes depending on the rehearsal location, school policies, and weekend rehearsal goals. Members should plan to dedicate their entire weekend to Rhythm X. Saturday rehearsals last all day with breaks for lunch and dinner. Sunday rehearsals typically end around 5:00PM to allow members commuting time.

Show weekends alter the rehearsal schedule slightly. Members will be given time to load, eat, and commute to a show location. A detailed call sheet will be sent to all personnel prior to each weekend. Times and locations are subject to change. Members should make every effort to stay in contact with the group through email, the GroupMe stream, and text messaging. A season-long schedule can be found at schedule.rhythmx.org.

The week prior to the WGI World Championships is an important week for the ensemble. Generally, Rhythm X expects all members to remain with the ensemble from Tuesday afternoon until after the World Finals performance. College students are expected to excuse themselves from class, and all employed members should give notice to their employer upon signing this contract. A letter signed by the directors explaining the rehearsal week and the goals of Rhythm X will be provided to all members to give to employers, professors, and other necessary persons. Any conflicts a member may see with this week should be discussed with the directors immediately.

C. Member responsibilities

It is up to the member to properly plan for adequate travel and meal time. If travel plans include carpooling, please plan accordingly to arrive on time. In case of inclement weather conditions, plan extra time to arrive safely on time. Except in instances where members travel from extreme distances or are academically obligated to

leave at a certain time, tardiness will not be tolerated. In the event of unexpected tardiness, members should always, out of respect for the group, call either the Ensemble Director or Operations Director (see 'Emergency request' IV. A. 3.)

Excessive tardiness or absence may result in punitive action such as a fine of \$50 or in certain cases, removal from the group with no refund of fees.

V. Rehearsal Etiquette and Performer Responsibilities

A. Attire

Appropriate attire must be worn at all times for rehearsal. Non-athletic shoes, dark-soled shoes, and jeans are unacceptable articles of clothing. Any attire is subject to reprimand by the staff if deemed inappropriate. Aside from the necessity for a full range of motion during rehearsal, Rhythm X must also remain respectful to its practice facilities. Rhythm X often holds open rehearsals to the public. In order to maintain our professional image, we ask for your cooperation in wearing appropriate clothing at all times. Additionally, members should not wear clothing from companies who compete with our sponsors while at Rhythm X rehearsals and other functions.

B. Etiquette

Rhythm X institutes a "moment of silence" policy. No rehearsal repetition will begin without complete silence from all personnel. This policy is intended to provide the performer with adequate opportunities to mentally prepare for personal achievements. There is no expressed penalty for not following this policy. However, ignoring the policy will lead to fewer overall reps, and likely fewer competitive successes throughout the season.

Attention to a proper hierarchy of individual responsibility is key to running a streamlined, efficient rehearsal. The responsibility of giving corrections and instructions is given only to staff and section leaders. It is vital that every member understand the importance of their own individual performance quality and accuracy. Attention to detail is an aspect of consistent improvement that is best handled internally. Trust must be given to the instructional staff in regards to their competence and assessment of the ensemble as a whole.

C. Performance standard

Lastly, members agree to uphold the highest standard of performance throughout the entire season. The success of this group not only relies on the design and instruction of the show, but on the individual performance standards upheld by the members. Members are selected for this ensemble based on audition, however members are required to not only uphold the standard they set at auditions, but to continue to improve. Members agree to consistently come prepared to rehearsal, having learned all music and choreography assigned from previous rehearsals, or via email or other communication outside of rehearsal. Finally, members agree to mentally and physically commit to every rehearsal repetition.

Excessive violations of rehearsal etiquette or consistent failure to uphold a high performance standard can result in dismissal from the group without refund of fees.

VI. Uniform Policy

The uniform is an essential element in the general effect of a program. Members agree to meet the following requirements when wearing the uniform.

A. Proper wear

Typically uniform is worn properly in two ways:

Full uniform: fitted nylon undergarments or FJM undergarment, crew socks worn well above the ankle, uniform pants with suspender strap over neck, uniform top fully zipped, Rhythm X issued shoes double-knotted with laces tucked into shoe.

Half uniform: (aka 'Halves') The entire uniform is worn with the exception of the uniform top which is to be zipped and folded over the arm or on the ground near the warm-up. In place of the jacket the Rhythm X issued show t-shirt must be worn over the suspenders and pants.

Depending on the details of the finished uniform, these standards may change slightly. It is always best to be aware of how other members appear and adhere to the best practice.

On cold days, members can wear the Rhythm X official member jacket over the uniform while in the lot before and after performances. When the uniform is worn incorrectly it reflects poorly on the group and affects the way the audience views the show. Members should take care to change in bathrooms, cars, and on the equipment truck(s) so they are not seen. Do not change in parking lots where you can be seen. (See VII. B. for proper uniform care.)

B. Hygiene and personal cleanliness

Proper hygiene is important for two reasons. First, it protects the uniform and keeps them clean, as well as free of smell and discoloration. Secondly, proper hygiene is important in maintaining an appearance of professionalism. When in uniform, members must be cleanly shaven, any facial hair must be well kept and trimmed. Deodorant is required and members must shower the day of a show, no exceptions. Hair gel is recommended.

VII. Equipment and Facilities Maintenance Policies

Rhythm X endorses many companies which in turn sponsor the group with use of their equipment. Sponsorships include The Pearl Co., Adams, Sabian, Fred J. Miller Co., Innovative Percussion, Evans, Planet Waves, D'Addario,

Etymotic Research, and Digimet Metronomes. With respect to the opportunities that they provide us, it is imperative to have a strong sense of personal responsibility for all ensemble equipment.

A. Instruments

Each member is responsible for the care and maintenance of their own instrument(s). This means keeping it clean, safe and in proper playing condition at all times. Battery instruments will be labeled and numbered. All members will be held financially responsible for the careful return of his or her drum instrument and accessories (stand, carrier, cover, mallet bag(s), etc.).

B. Uniform

Each member is responsible for the proper care of his or her issued uniform. Like battery instruments, all uniforms will be numbered and members will be held financially responsible for their proper return. Uniforms should always be properly hung in a zipped garment bag. Shoes and any other items should never be placed in the garment bag. Shoes should be kept in a box and cleaned often. Never use shoe polish on an MTX marching shoe.

C. Facilities

Rhythm X spends most of its time as a guest in places all over the Midwest. The ensemble will most often rehearse in public school music and athletic facilities. It is essential that all facilities are treated with the utmost respect. The reputation of Rhythm X as well as its members and staff is at risk when someone associated with the ensemble does anything to disrespect facilities. In addition, any damage, either physical or otherwise, done to a facility seriously jeopardizes the financial stability of the ensemble and could result in forfeiture of a season and all member fees.

VIII. Conduct Policies

A. Professionalism and Public Conduct

All members must adhere to any staff expectations concerning public and private conduct. Any creative design choices that include particular 'looks' (hair, jewelry, etc.) must be respected. Professional conduct at all group functions is expected for numerous reasons. Our actions as members make bold statements about who we are, and what we are focused on achieving.

B. Anti-Hazing Policy

Rhythm X also provides its membership with numerous opportunities for social interaction. Each member should at all times show respect for themselves, others, the organization, and the governing bodies that allow us to participate in this activity.

Hazing of any kind will never be tolerated, and inappropriate conduct may constitute a permanent removal from the group without refund of fees.

Please be aware that our members come from many locations and a variety of social backgrounds. Respect for the diversity we share as a family will ultimately help us enjoy achieving success.

C. Drug and Alcohol Policy

While Rhythm X - for the majority of the season - only meets three days a week. The conduct of its personnel are held accountable 24/7. Each season represents the Rhythm X of past, present, and future.

The use of illegal drugs is strictly prohibited for all members at all times. Members found under the influence or in possession of illegal drugs are subject to immediate dismissal from the group without refund of fees. This policy applies to cases where members are convicted of possession of drugs outside of Rhythm X rehearsal weekends.

There are many members of the group of the legal drinking age in the United States. Rhythm X personnel of legal drinking age are not prohibited from drinking.

Members under the age of 21 are however absolutely prohibited from consuming alcohol.

Members found to be under the influence of any substance (drugs or alcohol) at a Rhythm X rehearsal are subject to immediate dismissal from the group without refund of fees. This is non-negotiable.

IX. Confidentiality Agreement

In some instances it is beneficial for the ensemble to maintain a level of secrecy regarding show design, music, equipment purchases, etc. All members agree to maintain confidentiality regarding elements of the program before they are released to the public. This agreements extends especially towards social media platforms and video sharing. If at any time a member has a question regarding the confidentiality of something, he or she is advised to speak to a staff member.

X. Photography and Videography Release

All members give permission for the release of any photography, videography, or other recording of themselves in rehearsal or performance.

XII. Agreement

I, the undersigned, have read and understand the above agreement. I certify that as of 31 March, 2014 I will not be over the age of 22. I agree to pay Rhythm X in the amount of \$1250.00 or \$1150.00 if I am a veteran member. Furthermore, I will pay any additional debts made with the ensemble surrounding uniform, jacket, or other costs. I understand that I am financially responsible for any damage I may cause to Rhythm X equipment including instruments and uniform. I agree to follow the drug and alcohol policies, the rules and procedures for attendance and tardiness, the confidentiality agreement, and the hazing policy. Lastly, I understand that any breach of contract may result in the above described non-negotiable penalties, including fines and/or dismissal from the group and forfeiture of fees paid. I will prove to be a vital part of this organization.

Member signature

Name (please print)

_____ / _____ / _____

If under the age of 18:

Parent / legal guardian signature

Name (please print)

_____ / _____ / _____

Director signature

Member name (please print)

_____ / _____ / _____