# TIGER SPORTS CAMP WORKER DOCUMENT CHECKLIST

NAME:		Student Athlete:	
(Full Legal Name)		(Yes	/No)
SPORT:		Position:	
☐ INDEPENDENT CO	ONTRACTOR		
☐ Independe	ent Contractor Agreeme	ent (Confirm Exhibit A is	completed)
☐ Acknowled	dgement of Independen	nt Contractor Status	
☐ Camp Staf	f Member Background (	Check	
☐ Louisiana I	Mandated Reporter Tra	ining Certification (da	te completed
☐ Camp Staf	f Member IAWP Verifica	ation Form <i>(Men's Bask</i>	ketball only)
☐ Compliand	e Student Athlete Camp	p Staff Member Appro	val Form (if applicable)
☐ EMPLOYEE			
CHOOSE ONE	E ☐ HOURLY – Pay Ra	te:	☐ SALARY
□ W-4			
□ L-4			
☐ 1-9 ( <i>If new</i> (	employee)		
☐ LSU Comp	liance Camp Staff Mem	ber Employment Agre	ement Form
☐ Camp Staf	f Member Background (	Check	
☐ Louisiana Mandated Reporter Training Certification (date completed			te completed
☐ Camp Staf	f Member IAWP Verifica	ation Form <i>(Men's Bask</i>	ketball only)
☐ Compliand	ce Student Athlete Camp	o Staff Member Appro	val Form (if applicable)
	FOR TSC ACCOUN	NTING USE ONLY	
DOCUMENTS VERIFIED BY	Y:	DATE:	
PEACH SET UP BY:	Emp./Vendor ID:	DATE:	
REVIEWED BY:		DATE:	
SCANNED BY:		DATE:	
SCAN VERIFIED BY:		DATE:	

## INDEPENDENT CONTRACTOR AGREEMENT FOR ATHLETIC RELATED SERVICES

a	Louisiana corporation, (hereinafter Company), with
* * *	con Rouge, Louisiana, hereby retains the services ontractor"), to perform athletic related services on
,	ecepts such assignments in accordance with the terms
for or on behalf of the Company or to bind the C	an independent contractor and has no authority to accompany to any Agreement on any matter. The term below signed, and shall extend for a period of ninety
instruction services offered by the Company. Comust provide his own supplies and equipment. Times as are within the discretion of Contractor. For Contractor. The Company will maintain generation.	ervices in connection with the athletic related and Contractor will not be provided with an office, and Contractor shall perform such service during such The Company will not supervise the regular services eral liability insurance related to the services offered contact for similar services with other businesses.
Agreement is that of independent contractor and for the payment of any taxes, including, without business income taxes, sales and use taxes, other activities of the Contractor. Contractor shall be a	ompany agree that the relationship created by this not that of employee. The Contractor is responsible t limitation, all federal, state and local personal and er business taxes and license fees arising out of the compensated in accordance with a schedule attached ay be amended at any time pursuant to a writter used to any third party.
Revenue Service and to furnish such number to Contractor will comply with all tax laws applicant contractor business, including the reporting of all business, the payment of all self-employme requirements for withholding on any employed employment workmen's compensation laws. Co Contractor hereunder will be reported to him and employer identification number contractor furnish	employer identification number from the Internative Company on Form W-9. Contractor agrees that icable to the operation of Contractor's independent all gross receipts as income from the operation of the ent taxes, compliance with all employment taxes used by Contractor and compliance with state intactor acknowledges that the compensation paid to define the appropriate authorities on Form 1099 using the hest of the Company and that, since Contractor is not form nor will there be any income or employment tax of the Company.
Camp Director Name (Print)	Contractor Name (Print)
Camp Director Signature	Contractor Signature

Date

Date

## **EXHIBIT A**

(Name of Sports (	agrees to pay	(Contractor Name)
for services rendered during the	e period of	in an amount not
		Date Range)
to exceed(Amount)	<u> </u>	
Credentials for Working Camp – C Bus Driver	ircle One Coach - High School Coach	Referee/Official
Clerical Student Worker	Coach - LSU Coach	Student Athlete
Clerical/Administration	Concession Worker	Trainer
Coach - 2 Year Institution Coach	Graduate Assistant	Other (Please Specify)
Coach - 4 Year Institution Coach	LSU NonCoaching Staff	outer (Flease Speerly)
Coach - Club Coach	Manager Manager	
RULES REGARDING		E CAMD WODKEDS
LSU COMPLIANCE		
		camp worker you are subject to adhering to all atements carefully and certify your
understanding by printing and	signing your name below.	, ,,
Name of Camp	Worker:	
SSN of Camp	Worker:	
Address:		
City, State & Z	Zip:	
Sport:		
Date(s) of cam	p/clinic:	
camps.		ool athletic award winners in institutional sports ollege student-athletes in an institutional sports
<ul><li>camp.</li><li>3. Prospective student-athletes</li></ul>	who have signed a NLI ma	y not work sports camps/clinics.
· · · · · · · · · · · · · · · · · · ·		rior approval of Athletic Director.
<ul><li>5. All camp workers must be c</li><li>6. Camp workers are responsib</li></ul>		
7. Camp workers cannot have a		ong of an eampers.
•	• •	legal incidents resulting in endangerment of a
juvenile, child pornography or		y with a juvenile. e complimentary camp gear to prospective
student-athletes.	ort prospects and/or provid	e complimentary camp gear to prospective
	lations listed above. I unde	tations of serving as a camp counselor and my rstand that I am responsible for alerting the camp
Printed Name of Camp Worker	r <u> </u>	Date
Signature of Camp Worker		Date

# ACKNOWLEDGEMENT OF INDEPENDENT CONTRACTOR STATUS

The Contractor hereby acknowledges that the IRS may not respect Section 3 of			
that certain Independent Contractor Agreement for Athletic Related Services entered			
into between, a Louisiana corporation (the (Name of Sports Camp)			
"Company"), and (the "Contractor") dated the day of (Individual's Name)			
, 20 (the "Services Agreement"), which generally provides that			
Contractor and the Company agree that the relationship created by the Services			
Agreement is that of an independent contractor and the Contractor is responsible for the			
payment of all taxes arising out of the activities of the Contractor. The Contractor			
further acknowledges that the Company may be subject to taxes, penalties and interest			
should the IRS fail to respect Section 3 of the Services Contract.			

In consideration of the terms and conditions provided for in the Services Agreement and the premises, the Contractor hereby agrees as follows:

- 1. The Contractor shall treat his relationship with the Company as an independent contractor relationship for all purposes of the Internal Revenue Code of 1986, as amended (the "Code"), and applicable state tax laws, including but not limited to Chapter 2 of Subtitle A of the Code (Tax on Self-Employment Income) and Subtitle C of the Code (Employment Taxes).
- 2. The Contractor shall report on his federal and state income tax returns all income received by him pursuant to the Services Agreement (the "Remuneration") as income received from a trade or business subject to self-employment tax. Further, the

Contractor shall pay all federal self-employment taxes shown on his federal income tax return that are attributable to the Remuneration.

3. Upon request of the Company, the Contractor shall properly complete and execute a Form 4669, Statement of Payments Received, a copy of which is attached. The Contractor shall provide such Form 4669 to the Company within 30 days of the Company sending a written request to the Contractor via USPS mail or comparable delivery service to the following address:

	-		
(Contractor's Mailing Address)			

- 4. Should the Contractor fail to satisfy any covenant or obligation contained herein, the Contractor shall indemnify and hold harmless the Company for all federal and state withholding and employment taxes that Company pays with respect to the Remuneration. The Contractor shall satisfy its indemnification and hold harmless obligation set forth in the preceding sentence within 30 days of Company sending a written demand to the Contractor via USPS mail or comparable delivery service to the address set forth in the preceding section.
- 5. All covenants and obligations contained herein shall survive until the expiration of all statutes of limitation with respect to the Company's obligation, if any, to report and pay any federal and state withholding and employment taxes with respect to the Remuneration.
- 6. Should a court of competent jurisdiction finally determine that any provision of this Acknowledgement as written is not enforceable under applicable law, it

{B0694630.1} 2

shall be reformed to the minimum extent necessary to cause it to be enforceable, but if such reformation is impossible or the provision as reformed would not effectuate the general intentions of the parties, such a determination shall not affect the enforceability and validity of any other provisions contained herein.

7. This Acknowledgement shall be binding upon the Contractor and his heirs, personal representatives, successors and assigns. This Acknowledgement supersedes any and all prior agreements respecting the subject matter hereof.

Executed this day of _	, 20, in Baton Rouge, Louisiana.
	Signed:(Signeture of Individual)
	(Signature of Individual)
	Name:(Print name of Individual)
	(Fillit Hairie of Hidividual)
	Title: (Print Individual's Title)

{B0694630.1} **3** 

## BACKGROUND CHECK PROCESS

- ➤ Send Background Check Link to Camp Worker Send link to camp worker at least two weeks prior to the camp start in order to allow for time required to conduct the background checks. Each camp has received a link specific to that camp that can be forward to potential camp staff to complete the necessary documentation and authorize a background check. All individuals (paid and volunteer) must complete a background check prior to working camp.
- ➤ Order Background Check at <a href="www.averity.com">www.averity.com</a>. A username and password has been created for each individual identified by each camp as having responsibility to monitor this database. This login information was sent with links to the database systems. If you don't have, or have lost, the username and password, please contact Miriam Segar at <a href="mailto:tafcamp@lsu.edu">tafcamp@lsu.edu</a> to obtain a new one. See the User Guide below for detailed instructions on how to order a background check
- Print completed background check Attach completed background check to camp worker packet.
- ➤ Notify LSU of Background Check Results Notify Miriam Segar at <u>tafcamp@lsu.edu</u> if a worker did not have a clean background check.

### **Confidentiality**

To help ensure confidentially of information relating to background checks, it is recommended that no Sports Camp personnel, other than the Camp Director and Sports Camp Owner, be notified of or given access to an applicant's criminal history. The criminal background reports should be kept in secure location for a period as required by applicable law or, three years whichever is later.

#### **USER GUIDE**

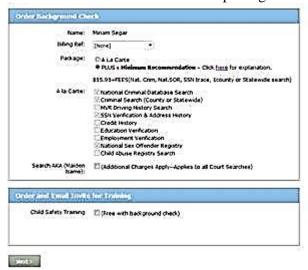
## ORDERING A BACKGROUND CHECK

Once an applicant has completed the online application, the department representative will receive an email notification and log in to their account to order the background check.

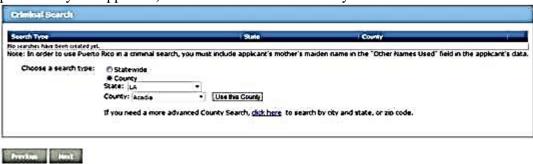
1) To order the background check, click the box next to the applicant's name (highlighting the row blue) and select "Order Background Check" from the actions menu on the left.



2) Select the National Combo Search package and select "Next".



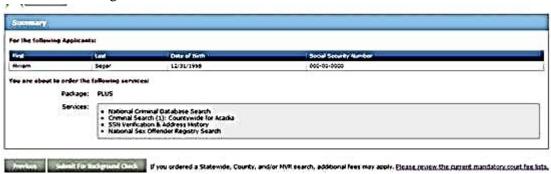
3) Select the county you wish to order (the county will auto populate according to the zip code provided by the applicant) and click on "Use this County".



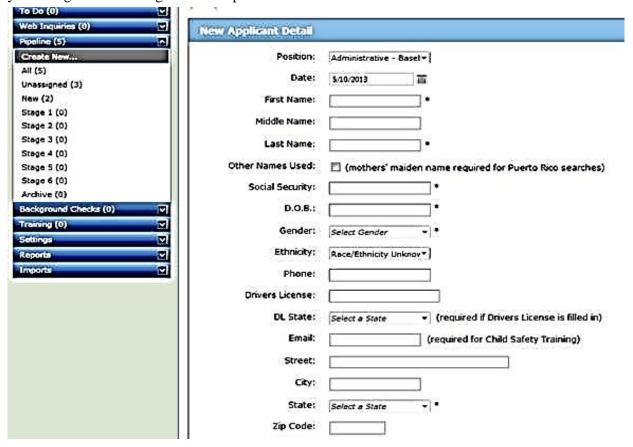
You will get to the following screen, click next.



Now you will reach the following screen, to order the background check make sure to click "Submit for Background Check.



4) Once you submit the background check, you will be rerouted to the "New Applicant Detail" screen; you can ignore that and go to the "Pipeline>All" tab on the left.



## VIEWING AND PRINTING APPLICATION/APPLICATION QUESTIONS

5) Once an applicant has completed an application, his information will be located under the "Pipeline>All" tab to the left. To view the application, click the box next to the applicants name (highlighting the row blue) and select "Open" to access the applicants profile.



6) To view the entire application, go under the "Application" tab at the top of the profile and click on "View Application Form". Once the application form (screenshot only shows general information, but the application questions are located towards to bottom of the page) has been opened, you can print it by holding the "ctrl" key on your keyboard and clicking the "P" key (this will open up your printing options).

Applicant Detail & Background Check Request - (click on table)

Buckground Check Training Authorization Application

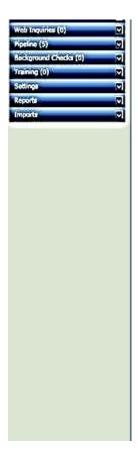
Outs: \$12015 |

Feet harms: 

Middle frame: 
Last harms: 
Other Rames Usos: (mothery marken name required for Suerte Sice searches)

Social Social Socials: 

Divisits License: 
Divi



Dt. State:

#### Application Form Position: Coach - Baseball **Full Name:** Minam Segar Middle Former Name(s) and Dates Used: Maiden Name Year Married **Current Address** Since: (MM/YY) Street, apartment, etc. LA City Zip Previous Address From: Street, apartment, etc. (MM / YY) Previous Address From: (MM / YY) Street, apartment, etc. Social Security 000000000 Required Only for Identity Verification Purposes Date of Birth: 12/31/1998 (MM/DD/YY) Gender: Female Phone Number: 0000000000 Email: USegar@isu.egu Drivers License: 000000000000000 LA Number

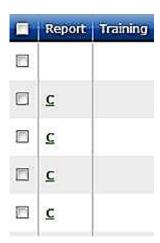
7) To just view the application questions, select "Application Questions" from the profile tabs.

Background Check Training Authorization Application Application Questions



## **VIEW AND PRINT REPORTS**

8) Once a background check has been completed for an applicant, you will receive an email notification to let you know that you can log in to your account and view the results. To view the results you will click on the green "C" (under the report column) next to the applicants name; this will open a PDF file that you can print.



## MANDATED REPORTER TRAINING CERTIFICATION

- ➤ Send DCFS Mandated Reporter Training Link to Camp Worker Send this link to each camp worker: <a href="https://moodle.dcfs.la.gov/login/index.php">https://moodle.dcfs.la.gov/login/index.php</a>, along with the detailed instruction pages below. LSU requires that all members of your camps staff and/or volunteers complete the Mandated Reporter training available on the state of Louisiana Department of Children & Family Services website.
- > Create a New Account Camp worker will create an account in order to access the required training following the instructions provided below.
- ➤ Complete the Training Camp worker completes the training. (See detailed instructions with screen shots below.)
- ➤ **Print Proof of Completion** Camp worker will obtain proof of completion and provide documentation to camp director. Camp director will attach certification to camp worker packet.
- Forward Proof of Completion to LSU A copy of the certification must also be forwarded to LSU Finance and Administrative Services via email to Ashley Territo at aterrito@lsu.edu.

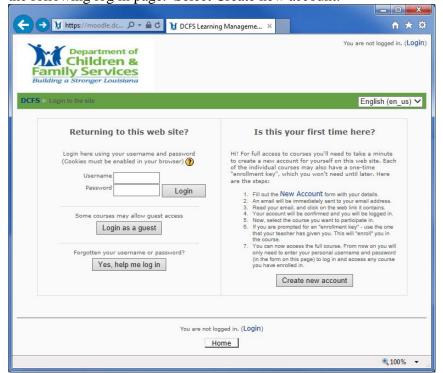
A new state law has been enacted effective August 1, 2013 requiring training for "Mandated Reporters." Included in the definition of Mandated Reporters are "health practitioners, teaching or child care providers, organizational or youth activity providers and coaches." LSU requires that all members of your camps staff and/or volunteers complete the Mandated Reporter training available on the state of Louisiana Department of Children & Family Services. There is no cost associated with the training.

LSU will not authorize your camp or program to proceed without proof that the aforementioned training has been satisfactorily completed. The director of each Summer Youth Camp Program is accountable for all staff and/or volunteers completing the training and providing proof of completion to Finance and Administrative Services via aterrito@lsu.edu. The certification must also be completed, printed and returned as part of the employment packet prepared for TAF in order for camp staff members to receive payment. This requirement is effective May 1, 2014.

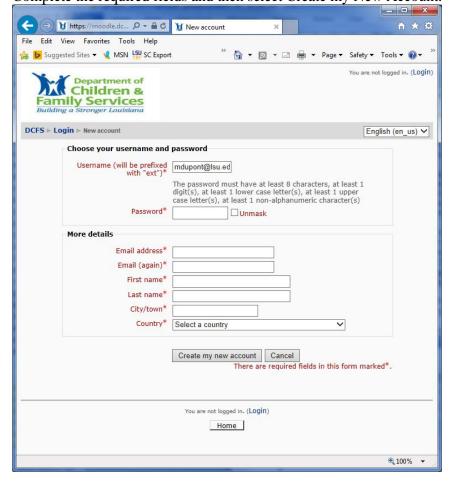
To read more about the Louisiana Mandatory Reporter Law, follow the link below: http://www.dcfs.louisiana.gov/index.cfm?md=newsroom&tmp=detail&articleID=575.

## MANDATED REPORTER TRAINING CERTIFICATION

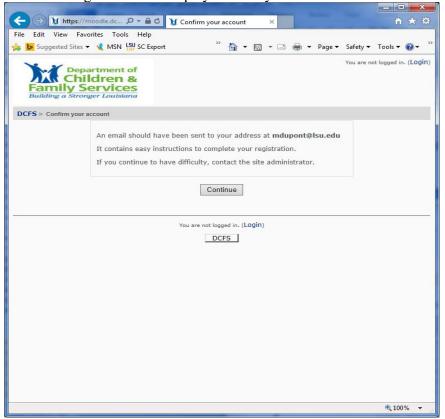
Click the link provided (<a href="https://moodle.dcfs.la.gov/login/index.php">https://moodle.dcfs.la.gov/login/index.php</a>,) to begin the process. You will see the following log in page. Select Create new account.



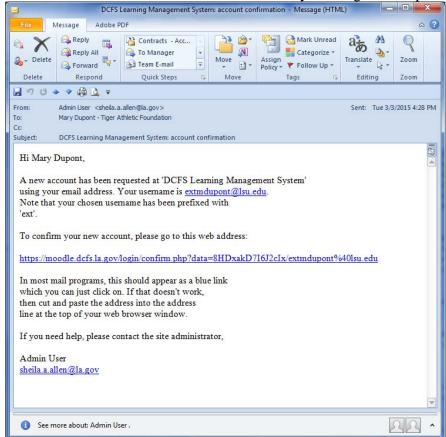
Complete the required fields and then select Create my New Account.



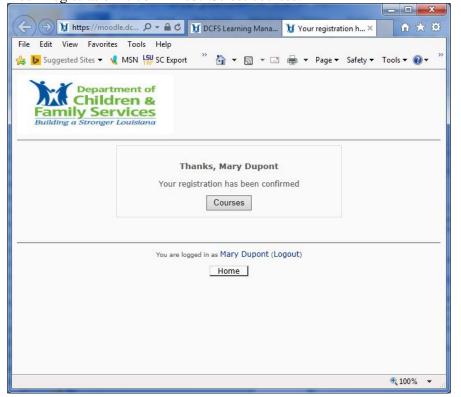
The following screen will display. Check your email.



Follow the instructions to confirm the account by clicking the link provided in the email.



Your Registration is confirmed. Select courses.



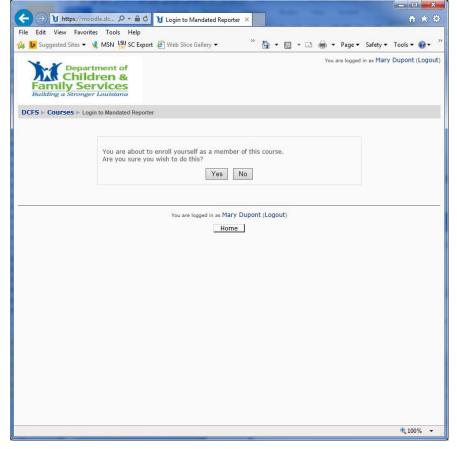
In the Search courses box, enter Mandated Reporter Training. Click Go.



Select Louisiana Mandated Reporter Training (third on this list view).

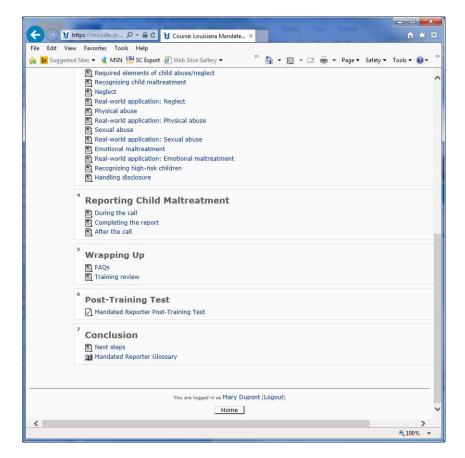


The following screen will display. Select yes



Complete the training, which should take about an hour. When you have mastered the training material, proceed to the test. You will have one-half hour to complete the test and you must answer 12 or more questions to successfully complete the training. You may re-take the test until you successfully complete the course. When you have passed the course, print the certificate and forward to the Camp Director.





## LSU COMPLIANCE

## MEN'S BASKETBALL CAMP STAFF MEMBER IAWP VERIFICATION FORM

This second page of this form must be completed by the proposed camp staff member and approved by the Compliance Office prior to the individual's employment at an LSU Men's Basketball camp.

In accordance with the *NCAA Division I Manual*, **Bylaw 13.12.2.2.3**, in men's basketball, an institution or staff member shall not employ (either on a volunteer or paid basis) an individual associated with a recruited student-athlete at the institution's camp or clinic (*Adopted: 8/26/10*). The prohibition on camp employment applies only to an individual associated with a prospect (IAWP) who is tied to a recruited prospect (IAWP). Therefore, it is permissible to hire an IAWP to work camp if that IAWP is not tied to a prospect that LSU is or has recruited based on definition of a "Recruited Prospective Student-Athlete."

#### 13.12.1.1.1 Definition of Recruited Prospective Student-Athlete - Men's Basketball.

In men's basketball, for the purposes of applying Bylaw 13.12, a recruited prospective student-athlete is a prospective student-athlete who has been recruited pursuant to the definition of recruiting in Bylaw 13.02.12 or the definition of a recruited prospective student-athlete pursuant to Bylaw 13.02.12.1. In addition, a men's basketball prospective student-athlete is considered a recruited prospective student-athlete if any of the following conditions have occurred:

- (a) The prospective student-athlete's attendance at any institutional camp or clinic has been solicited by the institution (or a representative of the institution's athletics interests);
- (b) The institution has provided any recruiting materials to the prospective student-athlete;
- (c) An institutional coaching staff member has had any recruiting contact [including in-person or electronic contact (e.g., telephone calls, video conference, electronic correspondence)] with the prospective student-athlete (including contact initiated by the prospective student-athlete;
- (d) The prospective student-athlete has received a verbal offer of athletically related financial aid from the institution; or
- (e) The prospective student-athlete has verbally committed to attend the institution.

## Duration of Prohibition

An IAWRP may not be employed to work an LSU men's basketball camp until that specific recruited prospect enrolls at another NCAA institution or has exhausted eligibility at LSU.

#### High School Coaches

If LSU has not triggered the recruitment of the prospect at the time of a high school coach's employment, the coach may be employed at the camp and it is permissible to subsequently recruit the prospect. However, that particular high school coach may not be employed at camp contemporaneously with recruitment.

A high school coach who is tied to a recruited prospect may attend team camp to coach his team. However, such a coach may not be employed or receive any financial benefit (e.g., lodging, transportation) from LSU.

#### **Current Student-Athletes**

A currently enrolled student-athlete who has a prospect-aged sibling may be employed at LSU's camp provided that all men's basketball student-athletes are given the opportunity to work camp. If only a limited number of student-athletes are offered employment, and LSU is recruiting the younger brother, then the prospect's brother may not be employed.

#### Former Student-Athletes

A former student-athlete may be employed at an LSU men's basketball camp as long as he/she is not an IAWRP.

#### New Hires

It is not permissible for a new LSU hire who is an IAWRP to work camp unless he/she is officially employed by LSU at the time of the camp. For example, an IAWRP may not be employed at a June camp if he/she is not scheduled to begin full-time duties for LSU until August.

Revised 6/2012

## LSU COMPLIANCE

## MEN'S BASKETBALL CAMP STAFF MEMBER IAWP VERIFICATION FORM

Name of Proposed Camp Staff Member		Date(s) of Camp En	Date(s) of Camp Employment			
Occupation  Qualification(s) for cam	np employment:	Employer				
Are you a high sch	nool coach or employed at a	a high school?	□Yes	□No		
Are you an AAU co	oach or associated with an A	AAU program?	□Yes	□No		
Are any of your at	hletes being recruited to pl	ay basketball at LSU?	□Yes	□No	□N/A	
	ing, do you have a relations e student-athlete that LSU i	•	□Yes	□No		
Are you associate	d with any team attending	the camp?	□Yes	□No		
Are you a current	LSU student-athlete?		□Yes	□No		
Are you a former l	LSU student-athlete?		□Yes	□No		
Are you a future L	SU staff member?		□Yes	□No		
If YES, what is you	ur initial date of employment?					
understand that failure	nation I have provided to the to provide truthful response the eligibility for intercolleg	es could result in an NCA	A violatio	n for LS	U in addition	
Signature of Proposed Cam	p Staff Member	Date				
	FOR COMPL	IANCE USE ONLY				
APPROVED DENIED	Comments					
	Compliance Office Signa	nture	Date		Revised 6/201	

## LSU COMPLIANCE

## STUDENT-ATHLETE SERVING AS CAMP STAFF MEMBER APPROVAL FORM

In accordance with NCAA regulations, student-athletes wishing to work at an institutional summer camp must receive approval from the Athletics Director. Employed Student-athletes may not miss class to work the camp, and they may be paid only for work actually performed at the same rate of other camp employees performing similar tasks. Student-athletes may not be paid to serve as demonstrators at a camp.

Sport		Date(s) of Camp	
Please lis	st the current LSU student-athletes	s that will work at the camp or cli	
Student-Athlete's Name		tudent-Athlete's Name	
Student-Athlete's Name		tudent-Athlete's Name	
Student-Athlete's Name		tudent-Athlete's Name	
Student-Athlete's Name	S	tudent-Athlete's Name	
Student-Athlete's Name		tudent-Athlete's Name	
Signature of Head Coach or De	signee C	) Date	
	Print Forr	n	
	FOR COMPLIANC	E USE ONLY	
APPROVED DENIED	Comments		
	Compliance Office Signature	Date	Revised 2/2011