



CODE OF CONDUCT & EVENT EXPECTATIONS

INTRODUCTION

This document shall establish the standards and guidelines by which all employees, representatives and contractors will conduct themselves while in representation of Celebrity Cheer & Dance, Rockstar, and Revolution Championships.

Celebrity Cheer & Dance, Rockstar, and Revolution Championships reserves the right to remove and/or terminate any employee, representative, or contractor at any time, should their conduct be inconsistent with the mission of the organization.

CONFIDENTIALITY

Integral to the Celebrity Cheer & Dance, Rockstar, and Revolution Championships business success is our protection of confidential company information, as well as nonpublic information entrusted to us by our officers, employees, customers, contractors, and other business partners. Confidential and proprietary information includes such things as pricing and financial data, customer names/addresses or nonpublic information about other companies, including current or potential suppliers and vendors. We will not disclose confidential and nonpublic information without a valid business purpose and proper authorization.

All employees, representatives, and contractors, except for the purposes of this agreement shall not duplicate confidential information furnished in tangible form. Upon the request of Celebrity Cheer & Dance, Rockstar, and Revolution Championships shall return all confidential information received in written or tangible form, including copies, or



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reproductions or other media containing such confidential information, within ten (10) days of such request.

COUNTERPARTS

This Agreement may be executed simultaneously in one or more counterparts. Each counterpart will be considered a valid and binding original. Once signed any reproduction of this Agreement made by reliable means (e.g., facsimile, photocopy) is considered original.

MEDIA INQUIRIES

Celebrity Cheer & Dance, Rockstar, and Revolution Championships are a high-profile brand of companies in our community, and from time to time, employees and/or contractors may be approached by reporters and other members of the media. To ensure that we speak with one voice and provide accurate information about the company, we should direct all media inquiries to the CEO or Executive Manager. No one may issue a press release without first consulting with the CEO or Executive Manager.

INTEGRITY

All employees, representatives shall not directly or indirectly, solicit, accept, or offer any concealed remuneration, commission, benefit, or service of any nature (with cheerleading



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programs or event producers) connected with their role in representation of Celebrity Cheer & Dance, Rockstar, and Revolution Championships.

DO THE RIGHT THING

Several key questions can help identify situations that may be unethical, inappropriate, or illegal. Ask yourself:

- Does what I am doing comply with the Celebrity Cheer & Dance, Rockstar, and Revolution Championships Code of Conduct and company policies?
- Have I been asked to misrepresent information or deviate from normal procedure?
- Would I feel comfortable describing my decision at a meeting?
- How would it look if it made the headlines?
- What would I tell my family or teammates to do?
- Is this the right thing to do?

PROFESSIONALISM

Celebrity Cheer & Dance, Rockstar, and Revolution Championships pride itself on its reputation of professionalism in the spirit industry. While in representation of Celebrity Cheer & Dance, Rockstar, and Revolution Championships, we expect all to exemplify professional manners with a positive image. We ask all employees, representatives, and contractors not to share any business, operations or any other proprietary information on social media or any other platforms.



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CRIMINAL BACKGROUND CHECKS

By executing this document, you hereby acknowledge and agree that the Celebrity Cheer & Dance, Rockstar, and Revolution Championships reserves the right to require you to consent to a criminal background check to become and remain a contractor.

ONBOARDING

Prior to being assigned to work events for any of the brands (Celebrity Cheer & Dance, Rockstar, and Revolution Championships) you are required to complete the onboarding process and training module which consist of Harassment, Sexual Harassment and recognizing, reporting, and understanding of the maltreatment of children. The training module will be available on the staff website.

SOCIAL MEDIA

The Celebrity Cheer & Dance, Rockstar, and Revolution Championships, has a zero-tolerance policy for posting derogatory comments regarding the event, programs, athletes, spectators, coaches, vendors, etc. in any way. If found in violation of this policy, contractors will be removed and/or terminated and relinquish pay for the event.

This document shall be governed by and interpreted in accordance with (Oklahoma) law without regard to its conflicts of law principles. All disputes hereunder shall be resolved in the applicable state or federal courts sitting (Oklahoma). The parties' consent to the jurisdiction of such courts, agree to accept service of process by mail and waive any jurisdictional or venue defenses otherwise available. If any portion of the Confidentiality



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Agreement is held to be unenforceable, such portions shall not limit or otherwise modify or affect any other portions shall not limit or otherwise modify or affect any other portions of this document.

Welcome to the Brands (Celebrity, Revolution, and Rockstar) Family!

Signing below states you have read and agree to the terms and expectations of this document and any supporting documents referenced herein.

Signature

Date