



OFFICIAL ELEMENT ESPORTS REVIEW-REQUIRED AGREEMENT

COMPETITIVE PLAYER AGREEMENT

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Adults-only formal-roster terms kept separate from the Academy and Development pathway.

Current controlled copy: elementesports.joshdisciple.chatgpt.site/resources/documents

PARTIES, APPOINTMENT, AND TERM

FIELD	COMPLETION
PLAYER LEGAL NAME	
GAMERTAG	
GAME / DIVISION	
ROSTER ROLE	☐ Starter ☐ Substitute ☐ Captain ☐ Other: _____
TEAM MANAGER	
HEAD COACH	
EFFECTIVE DATE	
INITIAL TERM / END DATE	
FORMAL REVIEW DATE	

Adults-only competitive agreement

This agreement is only for formal starting, substitute, captain, or other competitive roster positions. Academy and Development players use the separate DEV-AGR-001 agreement and are not covered by this form.

1. Purpose And Appointment

This agreement documents the Player's appointment to the identified formal competitive roster and the expectations between the Player and Element Esports. The Player reports through the Team Captain, coaching staff, and Team Manager according to the published org chart. Appointment to one roster or role does not create authority over another team, department, or organization account.

2. Volunteer Status And No Guarantee

The Player participates voluntarily and without wages unless a separate written agreement states otherwise. This agreement does not create employment, an independent-contractor relationship, partnership, agency, or entitlement to compensation. Element Esports does not guarantee entry fees, travel, equipment, sponsorship, prizes, playing time, a starting position, tournament placement, promotion, or future paid work.

3. Eligibility And Truthful Information

The Player confirms they are at least 18 and eligible for every assigned game, platform, account, region, league, and event. The Player must privately disclose relevant bans, suspensions, alternate accounts, anti-cheat history, roster conflicts, residency issues, identity discrepancies, or other facts that could affect eligibility. Knowingly false or omitted material information may result in immediate suspension or removal.

4. Competitive Representation

When listed or scheduled, the Player represents Element Esports in approved tournaments, qualifiers, scrims, ranked sessions, media activity, and public appearances. The Player may not register an Element Esports roster, add or remove players, withdraw from an event, negotiate with an organizer, or issue an official team statement without authorization from the Team Manager or higher leadership.

5. Competitive Commitment

- Attend the practices, scrimms, VOD reviews, meetings, qualifiers, and matches recorded in Schedule A or otherwise accepted in writing. - Communicate known conflicts as early as possible and emergency absences as soon as reasonably practical. - Remain reasonably available during agreed competition windows and complete event check-ins or registration steps on time. - Accept coaching, role review, substitutions, and performance feedback professionally. - Avoid commitments that knowingly make the accepted team schedule impossible to perform.

6. Practice, Preparation, And Equipment

The Player is responsible for reasonable mechanical practice, game knowledge, strategy study, communication preparation, software updates, peripherals, internet reliability, and account readiness unless Schedule A assigns a cost or item to Element Esports. The Player should test equipment before official activity and report recurring technical problems early.

7. Communication Standards

- Monitor designated team channels and respond to time-sensitive messages within the response window in Schedule A. - Use team channels for roster information, availability, strategy, and staff direction rather than relying on private side groups. - Raise unclear expectations, role concerns, burnout, or interpersonal issues through the Team Captain, coach, or Team Manager. - Do not publish private arguments, internal discipline, strategy, or roster discussions as a substitute for the resolution process.

8. Inactivity And Leave

An absence or inactivity threshold is defined in Schedule A. Unexplained inactivity may lead to reserve placement, substitution, removal from event registrations, or release. A communicated health, work, family, military, school, or emergency need will be evaluated individually and may support temporary leave, reduced duties, or a return plan. Communication does not guarantee that a roster slot can be held indefinitely.

9. Roster Authority And Role Changes

Element Esports may determine starters, substitutes, captains, development assignments, event rosters, coaches, schedules, and staff support based on eligibility, performance, conduct, availability, team fit, event rules, and operational needs. A role change should be communicated by the Team Manager. It is not automatically disciplinary and does not change prize or expense terms already earned under a written addendum.

10. Competitive Integrity

- Do not cheat, use prohibited software or hardware, exploit a known competitive bug without authorization, evade a ban, manipulate a match, falsify eligibility, or knowingly use another person's account. - Do not bet on, facilitate betting on, or share nonpublic competitive information about events in which Element Esports, its roster, or its direct opponents participate when prohibited by law, event rules, or organization policy. - Report suspected cheating, account compromise, match manipulation, eligibility fraud, or improper organizer contact promptly and preserve available evidence. - Cooperate honestly with reasonable tournament, publisher, platform, and internal integrity reviews.

11. Conduct And Sportsmanship

The Player will follow Element Esports conduct, safeguarding, privacy, brand, conflict-resolution, reporting, travel, and event standards. Harassment, discrimination, retaliation, threats, doxxing, hazing, abuse, fraud, repeated toxicity, or deliberate reputational harm may result in corrective action or removal. Competitive frustration does not excuse personal attacks or public escalation.

12. Health, Accessibility, And Wellbeing

The Player should communicate health, disability, burnout, sleep, work, school, family, or other limitations early enough for reasonable planning. Element Esports may adjust schedules, duties, or roster use where practical but does not provide medical care or guarantee an accommodation that conflicts with event rules or essential team requirements. Immediate mental-health or medical emergencies require qualified professional or emergency support.

13. Brand Identity And Required Representation

The Player will use the approved team name, tag, roster identity, jersey, logo, overlays, or profile language specified in Schedule A when representing the formal team. All use must follow current Brand Guidelines. The Player must remove or update current-roster claims after release, but historical factual references may remain.

14. Name, Gamertag, Likeness, And Content License

The Player grants Element Esports a nonexclusive, worldwide, royalty-free license during the term to use the Player's approved name, gamertag, team headshot, voice, gameplay, statistics, interviews, and team-related public content for roster, match, historical, promotional, and editorial purposes. The historical license continues for accurate archives after the term. Paid advertising, merchandise likeness, commissioned content, or an exclusive commercial license requires separate written terms.

15. Personal Channels And Independent Earnings

The Player retains ownership of personal accounts, independently created content, platform revenue, donations, and personal sponsorship income unless a separate campaign agreement says otherwise. The Player may discuss personal views but must not imply those views are official Element Esports positions or use confidential team information to create content.

16. Exclusivity And Outside Teams - Optional

No exclusivity applies unless Schedule A selects and defines it. If selected, the Player may not compete for, appear on the roster of, or publicly represent a competing esports organization or team in the covered title during the stated period without written approval. Ranked groups, casual communities, school teams, military teams, national teams, creator collaborations, and other exceptions should be resolved in Schedule A. An undefined or unchecked exclusivity clause is not enforceable under this template.

17. Sponsors And Conflicts

The Player must disclose proposed sponsor or affiliate activity that conflicts with an Element Esports partner, team deliverable, event restriction, or prohibited product category. No Player may promise Element Esports inventory, logos, appearances, team content, or partner deliverables without approval. Personal sponsor income remains personal unless a separate written campaign agreement states otherwise.

18. Tournament Winnings And Revenue

No prize or revenue split is assumed. Schedule A or an event-specific addendum must state the gross prize basis, organizer fees, taxes or withholding, eligible roster members, substitute treatment, coach or staff shares, organization share if any, payment timing, currency or conversion rules, and what happens when a roster changes. No party should rely on a verbal split for a covered event.

19. Expenses, Reimbursements, And Travel

The Player may not assume that entry fees, equipment, software, internet, travel, lodging, meals, visas, or other costs will be paid. Reimbursement requires advance written approval identifying the permitted expense, limit, receipt requirement, and payment process. Approved in-person participation is adults-only and also subject to the Travel & Event Safety Policy.

20. Confidentiality And Account Security

The Player must protect nonpublic strategy, private team discussions, credentials, unreleased rosters, partner terms, safeguarding information, personal data, and other confidential material. Access is limited to approved team work. The Player must use reasonable account security, report suspected compromise immediately, and return or remove shared access at offboarding. A separate NDA may be required for higher-risk information.

21. Representation Limits

The Player may not sign contracts, accept legal notices, incur costs, hire or dismiss members, negotiate sponsorships, speak to media as an official spokesperson, or otherwise bind Element Esports unless an authorized leader provides written authority for that specific action.

22. Conflict Resolution And Protected Reporting

Ordinary concerns should follow the Conflict Resolution Policy. Conduct, safety, safeguarding, integrity, privacy, or security concerns should use the Incident Report or Report a Concern process. Nothing in this agreement prohibits a good-faith report to emergency services, law enforcement, a regulator, tournament operator, platform, or other appropriate authority. Public non-disparagement language must not be used to suppress protected or good-faith reporting.

23. Policy Changes And Notices

Element Esports may update organization-wide policies for safety, legal, platform, tournament, or operational reasons. Material changes affecting this agreement should be communicated through an official channel. A change to compensation, prize allocation, exclusivity, term, governing law, or another negotiated material term requires a written amendment accepted by the affected parties.

24. Suspension, Termination, And Offboarding

Either party may end participation by written notice. Element Esports may immediately suspend activity or access while reviewing serious integrity, eligibility, safety, confidentiality, or conduct concerns. Final removal may follow a material breach, repeated nonperformance, inactivity, loss of eligibility, team restructuring, or another documented roster decision. Offboarding includes event withdrawal where possible, access removal, equipment return, record preservation, confidential-material handling, and removal of current-roster representation.

25. Governing Terms And Entire Agreement

The completed agreement, Schedule A, and any listed addenda contain the parties' understanding for this roster. Leadership and legal review must resolve governing law, notices, severability, amendment authority, dispute terms, and any jurisdiction-specific requirements before signature. If an event addendum conflicts with a general term, the addendum controls only for that identified event to the extent stated.

Schedule A - Roster-Specific Terms

Do not sign until every applicable field is completed or marked not applicable. Attach separate prize, travel, equipment, sponsor, campaign, compensation, or project addenda when needed.

FIELD	AGREED TERM
Accepted roster position	
Primary competitive region	
Normal practice / scrim window	
Match / qualifier availability	
Message response expectation	
Inactivity review threshold	
Required team tag / profile use	
Exclusivity	
Permitted outside teams / exceptions	
Current approved personal sponsors	
Prize split or separate addendum	
Approved recurring expenses	
Organization-provided equipment / accounts	
Game / league rules incorporated	
Additional terms / attachments	

Acknowledgment and signatures

The undersigned confirm that the agreement and completed Schedule A were reviewed, that blank optional provisions do not create hidden obligations, and that no unsigned draft should be treated as executed. Appropriate legal review is required before use.

Player: _____ Date: _____

Element Esports representative: _____ Date: _____

Questions or requests for an accessible copy: contact@elementesports.com