

## Pump Up Gym Waiver and Release

1. The Pump Up Gym is open to Inventive Group and IWS Employees only. Visitors are not permitted.
2. Membership may be obtained by completing the membership form/liability waiver on the Company web.
3. Gym hours are from 4:30 am -9:00 pm Monday Through Friday, and Saturday 6:00 am - 10:00 am. Members must finish using and vacate the facility during off hours. Example, entering the facility at 8:59pm and working out past the posted hours is violating the rules.
4. Access is granted through use of employee entry card, which will be coded for entry upon completion of the membership form/liability waiver.
5. Entry through the gym allows access to the bathroom and common area. Wondering onto shop floor or any other areas of the facility is prohibited.
6. In order to maximize usability, those who enter the gym are expected to be active participants. The gym is not intended as a place to “hangout.”
7. Employees must be off the clock to use the Pump Up Gym.
8. Members who participate in Pump Up Gym will do so at their own risk. The Inventive Group or any of its affiliates specifically Inventive, LLC, Rimco, Inc and Investco, LLC are not responsible for any injury or accident occurring in the facility or during use of the facility including use of the shower area. Participation in exercise activity is on a voluntary basis.
9. SAFETY FIRST! Contact your health care provider prior to using the facility for advice on types of exercises that are appropriate for you. Also contact your health care provider for advice on when to return to exercise following any injury or illness.
10. For safety reasons, personal items, bags and other items are to be stored in cubbies only and not on the Pump Up Gym floor.
11. The Inventive-Group or any of its affiliates specifically Inventive, LLC, Rimco, Inc and Investco, LLC are not responsible for lost or stolen items.
12. Shower facilities are available. Members are required to provide their own towels and cleansers for use in Pump Up Gym workout areas for both personal hygiene and the hygiene of others. Showers are for individual use only.

13. All members are required to wipe down cardio and weight room equipment after each use. Paper towels and disinfecting spray are available for use.
14. Proper athletic attire must be worn at all times. Examples of proper attire include gym shorts, yoga pants, sweatpants, tee shirts, and tank tops. Absolutely no Jeans, cowboy boots, sandals, open toed or open-backed shoes are permitted. Employees who return to work after using the Pump Up Gym should do so in their normal work attire.
15. Food, gum, or tobacco products are NOT permitted in the Pump Up Gym.
16. Water, Gatorade or sports drinks are permitted provided they are in a sealable, plastic container.
17. Members are required to pick-up after themselves, discard trash and remove personal items.
18. Return weights to the tree or rack.
19. Do not set weights against the wall, mirror, benches, or other equipment.
20. Do not drop weights or dumbbells on the floor or benches.
21. There is a 20-minute limit on all cardiovascular equipment during busy times or when others are waiting.
22. Allow other members to "work in" between sets.
23. The "buddy system" is recommended when using barbells or heavy lifting weights.
24. Always remove the removable plates from barbells after use.
25. Equipment must be handled with care; any abuse will result in loss of Pump Up Gym privileges.
26. Proper use of equipment is expected at all times.



Any formal problems, questions, or concerns regarding The Pump Up Gym should be submitted via e-mail to [pumpupgym@inventive-group.com](mailto:pumpupgym@inventive-group.com). Please clearly indicate the issue being addressed, and be sure to include your name and phone number. All e-mails will be carefully reviewed.

The Pump Up Gym reserves the right to refuse service to any member who violates any rule.

Rules are subject to change at any time without notice.

In consideration of my use of the exercise equipment and facilities provided by The Inventive Group or any of its affiliates specifically Inventive, LLC, Rimco, Inc, and Investco, LLC, I expressly agree and contract, on behalf of myself, my heirs, executors, administrators, successors and assigns, that the company and its insurers, employees, officers, directors, and associates, shall not be liable for any damages arising from personal injuries (including death) sustained by me in, on, or about the premises, or as a result of the use of the equipment or facilities, regardless of whether such injuries result, in whole or in part, from the negligence of the company.

By the execution of this agreement, I accept and assume full responsibility for any and all injuries, damages (both economic and non-economic), and losses of any type, which may occur to me and I hereby fully and forever release and discharge the company, its insurers, employees, officers, directors, and associates, from any and all claims, demands, damages, rights of action, or causes of action, present or future, whether the same be known or unknown, anticipated, or unanticipated, resulting from or arising out the use of said equipment and facilities.

I expressly agree to indemnify and hold the company harmless against any and all claims, demands, damages, rights of action, or causes of action, of any person or entity, that may arise from injuries or damages sustained by me.

I agree to be solely responsible for safety and wellbeing of myself. I understand that the company does not provide supervision, instruction, or assistance for the use of the facilities and equipment.

I agree to comply with all rules imposed by the company regarding the use of the facilities and equipment. I agree to conduct myself in a controlled and reasonable manner at all times, and to refrain from using any equipment in a manner inconsistent with its intended design and purpose.

I understand and acknowledge that the use of exercise equipment involves risk of serious injury, including permanent disability and death.



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Mountain Home, ID 83647  
Phone: (208) 587-7960



I understand and agree that the company is not responsible for property that is lost, stolen, or damaged while in, on, or about the premises.

I understand and agree that my use of the facilities and equipment is only to be undertaken on my own personal time, and that my use of the facilities and equipment is not within the course or scope of my employment.

**I HAVE READ THE FOREGOING WAIVER AND RELEASE OF LIABILITY AND VOLUNTARILY EXECUTED THIS DOCUMENT WITH FULL KNOWLEDGE OF ITS CONTENT.**

**Date:** \_\_\_\_\_

**Signature:** \_\_\_\_\_

**Print Name:** \_\_\_\_\_