



Player Policies & Procedures - 2012 Season

Introduction

We are pleased that you are interested in playing football with the Manchester Freedom, LLC women's football team ("Manchester Freedom" or "Team"). As a player, you will want to know what you can expect from the Manchester Freedom and what we expect from players associated with the Team. This document provides information regarding the Team's current practices and policies as well as some of the Team's expectations regarding your performance.

You should keep this document handy as a guide and reference throughout your time with us. If you have questions as you read through this document, please do not hesitate to discuss them with the Team's General Manager.

Relationship, Not a Contract

A MANCHESTER FREEDOM PLAYER IS A USER OF THE TEAM'S SERVICES, ACTIVITIES AND FACILITIES. A MANCHESTER FREEDOM PLAYER IS NOT AN EMPLOYEE OF THE TEAM AND DOES NOT HAVE ANY EMPLOYER- EMPLOYEE RELATIONSHIP WITH THE TEAM. A PLAYER'S ASSOCIATION WITH THE TEAM IS TERMINABLE AT-WILL. THIS MEANS THAT A PLAYER IS FREE TO DISCONTINUE HER ASSOCIATION WITH THE MANCHESTER FREEDOM AT ANY TIME, FOR ANY REASON OR NO REASON, AND THAT THE TEAM MAY TERMINATE THE PLAYER'S ASSOCIATION WITH IT AT ANY TIME FOR ANY REASON OR NO REASON, WITH OR WITHOUT NOTICE.

NOTHING CONTAINED IN THIS DOCUMENT IS INTENDED, NOR SHOULD IT BE CONSTRUED, TO ALTER THE AT-WILL NATURE OF YOUR ASSOCIATION WITH THE TEAM OR GUARANTEE AN ASSOCIATION FOR ANY PERIOD OF TIME. SIMILARLY, THIS DOCUMENT DOES NOT CONSTITUTE A CONTRACT OF ANY KIND AND DOES NOT CREATE ANY CONTRACTUAL OBLIGATIONS OF ANY KIND BY THE TEAM. THE TEAM RESERVES THE RIGHT TO REVISE, CHANGE, DISREGARD, OR ELIMINATE

THE POLICIES AND PROCEDURES DESCRIBED IN THIS DOCUMENT AT ANY TIME, WITH OR WITHOUT NOTICE.

Attitude

Each player of the Manchester Freedom is expected to attend each practice, game, and meeting prepared, focused, and determined to succeed. Each player is expected to conduct herself in an appropriate and sportsmanlike manner at all times and maintain a positive attitude. Each player is expected to respect her teammates, coaches, management, and staff members. Each player is expected to perform and play under the coaching staff's philosophy of hard work and unity. Any and all players are subject to discipline, up to and including immediate termination of the player's association with the Team, if she acts in an unsportsmanlike manner or otherwise inappropriately, disrespects others, or does not follow the Team's or IWFL's policies and procedures.

Vision

To be a leading team in women's football, while providing each player with a safe and fun environment while playing the game of football. To allow each player to play a position of her

desire suited to her skills and development, with guidance from the Coaching Staff. To provide all players the same level of respect, regardless of their tenure or their impact or contributions on and off the field. To provide all players with a fair opportunity to compete for the 45 open roster positions on game day.

Equipment

Each player of the Manchester Freedom is provided for her own use the following required football equipment and gear: helmet, shoulder pads, knee pads, hip pads, thigh pads, girdle, belts. (Team Property) The equipment is on loan and is required to be returned at the end of the season when notified by the team. Any failure to return the equipment or if the equipment is damaged by negligent care, the subject player will be responsible for new replacement at the retail cost. Failure to do so will result in legal action to recover loss revenue to the Manchester Freedom.

In addition, each player of the Manchester Freedom is responsible to provide additional equipment as defined, Cleats, , Mouth Guards, Gold Socks. If a player does not provide such equipment for her own use, she will not be allowed to practice or play with the Team.

Each player's equipment must be safe and approved by members of the coaching and management staff. All other gear a player chooses to purchase to play the game of football is at her own discretion, subject to review and approval by members of the coaching and management staff.

Fees

Each player of the Manchester Freedom is responsible for paying \$850 in training fees to the Team plus an additional \$20 IWFL player registration fee. These fees are non-refundable. The \$850 training fee is due, in full, on or before March 1, 2012. There will be an incentive program however for the 2012 Season for those players wishing to commit and save some expenses in doing so. The discount package is as follows;

Player Training Fee Discount Package #1 - \$650.00 paid in full Oct 1, 2011 thru Nov 15th, 2011

Player Training Fee Discount Package #2 - \$750.00 paid in full Nov 16, 2011 thru Dec 31, 2011

The due date of the \$20 IWFL player registration fee will be announced, but in any event it must be paid at least thirty (30) days before the player's first 2012 IWFL game. The IWFL player registration fee is paid on-line, through the IWFL website. Each player must provide the General Manager with a copy of the receipt reflecting her payment of the player registration fee at least thirty (30) days before the first IWFL game she plays in.

If any player has not paid her player's fee by March 15, 2012, that player will not be placed on the roster for the 2012 season; this means that the player's fee must actually be received by the Director of Operations on or before March 15, 2012. If any player does not pay her IWFL registration fee by the due date and provide proof of payment as discussed above, that player will not be placed on, or will be removed from, the roster for the 2012 season.

***** In addition, any player with outstanding fees from 2011 will be ineligible to participate until past due balances are brought current or suitable arrangements have been approved by the Board of Directors and documented.***

Team Property

Manchester Freedom will provide the necessary equipment and uniforms to play the game of football, excluding the Equipment listed above that players are responsible for providing for their own use. The Team-provided equipment and uniforms should not be used for anything outside of

football purposes. Players will be required to return all equipment and uniforms provided by the Manchester Freedom in good condition, and will be charged to replace any lost or damaged equipment and uniforms, reasonable wear and tear excepted.

Insurance

All players are required to have valid health insurance throughout their entire association with the Manchester Freedom, including all practices, mini-camp, and the entire season. Each player must provide proof of valid health insurance on or before the first date the player participates in any Manchester Freedom physical activities, including any practice, mini-camp, or game. If requested by the General Manager or Delegate, a player must provide updated proof that her health insurance remains in place.

Fitness & Gender

All players are required to be fit to play contact football. Each player may be required to submit a certificate signed by her physician stating that she is fit to play contact football before she may participate in a practice, mini-camp, game, or other physical activity sponsored by the Team or at any other time that the General Manager, Delegate, or Head Coach may request. Any player who has a condition or who has sustained an injury which may interfere with the ability to play contact women's football or which may pose a risk of further injury must obtain a certificate signed by the appropriate medical specialist stating that she is fit to play contact football before she may participate in a practice, mini-camp, game, or other physical activity sponsored by the Team.

All players also are required to have been born a female. The IWFL requires a copy of each player's birth certificate. Each player is required to submit a copy of her birth certificate to the General Manager.

Attendance

Players are expected to arrive at all Manchester Freedom practices, meetings, and games before they are scheduled to start and be prepared to participate at the designated location by the scheduled start time. 100% attendance is mandatory for all players. Any excused absence must be requested in advance from the Head Coach and you also must inform the General Manager in advance of that request.

Manchester Freedom views attendance as an important facet of a player's performance. All absences will be noted in the player's file. Excessive absences, whether approved or unapproved, will result in disciplinary action, up to and including termination of the player's association with the Team. Unapproved absences will not be tolerated and may result in immediate termination of player's association with the Team, depending on the circumstances.

Travel

All players of the Manchester Freedom are required to travel with their teammates, in a group, for all away games, provided that they are selected for the game day roster. Only 45 players will be allowed to travel to away games. The Manchester Freedom use a variety of options for away games, car pooling, bus, vans have all been utilized in the past. When possible, we will provide core cost information and arrangements based on our schedule. When possible, we will provide transportation and travel as a team. Any player not selected for the roster for an away game is encouraged to attend the game, but must provide her own means of transportation and travel accommodations.

Confidentiality

All players are required to keep confidential all information provided to them by the Manchester Freedom which is confidential and/ or is intended for use only by persons associated with the Team for the Team's purposes. This includes, without limitation, play books, game strategy, and other competitively-sensitive information. All players are required to maintain such information in strict confidence. Players are required to not disclose such information to anyone, and to discuss it only with other Manchester Freedom players, management, and coaching staff to the extent necessary to participate in Manchester Freedom activities. This policy benefits you, as a player, by protecting the interests of Manchester Freedom in the safeguarding of confidential, unique and valuable information that is part of our competitive advantage in the IWFL, among other things.

Players must understand that this restriction will continue to apply after the termination of player's association with the Team, regardless of the reason for such termination. Upon the Team's request, termination of player's association with the Team, or the end of the IWFL season, whichever is earlier, players must return all documents containing confidential information and/or information intended for use only by persons associated with the Team for the Team's purposes.

Should an occasion arise in which you are unsure of your obligations under this policy, it is your responsibility to consult with the Head Coach or General Manager. Failure to comply with this policy could result in disciplinary action, up to and including termination of player's association with the Team.

Public Relations

Manchester Freedom is fortunate for the opportunity to participate in the growing sport of women's football and believes it important for the Team's and sport's success that there are positive public relations. To that end, players must obtain permission from the General Manager before speaking or submitting any comments or writings to any media outlet, including by way of example print, radio, television, or internet. The Team also requires that players confine any and all website or weblog commentaries to topics unrelated to the Team. If a player violates this policy, the player will be subject to discipline, up to and including termination of player's association with the Team.

Dress Code & Conduct

All players associated with Manchester Freedom are expected to present a clean and professional appearance when representing the Team, whether that is on or off the field. Players who come in contact with our public are expected to dress in Manchester Freedom apparel while representing the Team, including at a practice, meeting, game, traveling, or other activity. Each player will be provided with Manchester Freedom apparel and is expected to wear it when requested by Team management or coaching staff. Each player is responsible for laundering her Manchester Freedom apparel on a regular basis.

It is just as essential that players act in a professional manner and extend the highest courtesy to teammates, fans, opponents, vendors and coaches. A positive attitude is essential to the Team's commitment for success and excellence as a football program.

Each player is required to conduct herself at all times with due regard to public morals and conventions. If, in Manchester Freedom's sole opinion, at any time a player does any act or conducts herself in any manner offensive to decency, morality or social propriety resulting in public scandal or ridicule, or should she do anything to disparage the Team or its program, the player shall be subjected to discipline, up to and including termination of player's association with the Team.

Prohibition Against Sexual Harassment and Discrimination

Manchester Freedom prohibits conduct of a sexually harassing or inappropriately discriminatory nature on the part of any of its players, coaches, management, or staff. Any player, coach, management, or staff found to have engaged in such conduct will be subject to discipline, up to and including termination of player's association with the Team.

The Manchester Freedom encourages healthy friendships among players and other persons associated with the Team. However, players, coaches, management and staff must be sensitive that comments or acts that one person may find acceptable another person may find offensive, intimidating, or hostile, and therefore you must refrain from making such comments or engaging in such acts. If you have any doubt as to whether a comment or act is acceptable or potentially unwelcome, you should not make that comment.

All players, coaches, management, and staff are personally responsible for ensuring that he or she does not harass or unlawfully discriminate against anyone. Retaliation against any individual for making a complaint of harassing or discriminatory conduct or for assisting in the investigation of such a complaint will not be tolerated.

Personal Relationships

Although the Team does not prohibit dating and other personal relationships among players, the association with the Team of individuals involved in a dating or other personal relationship with one another potentially may cause serious conflicts and problems with favoritism and player morale. They also may interfere with or disrupt the Team's program and the atmosphere of Team activities. Additionally, personal conflicts from outside the Team's program can be carried over into day-to-day playing or coaching relationships. Accordingly, to remedy or avoid such problems, the Team may decide to terminate the association with the Team of either or all of the individuals involved and/or take other action to address the situation, in its sole discretion. This applies to all players, management, coaches, and staff without regard to the gender or sexual orientation of the individuals involved.

For purposes of this policy, a dating relationship is defined as a relationship that involves or is reasonably expected to lead to the formation of a consensual "romantic" or sexual relationship.

Personal Property

The Team is not responsible for lost, stolen, or damaged personal items or personal vehicles that are brought on the premises.

Drugs and Alcohol

Manchester Freedom takes seriously the problem of drug and alcohol abuse and is committed to providing a substance free environment for its players. This policy applies to all players, staff, coaches, and management of Manchester Freedom.

No player is allowed to consume, possess, sell or purchase any illegal substances on any property owned or rented on behalf of Manchester Freedom, or in any vehicle owned or rent on behalf of Manchester Freedom. No player may use, possess, sell, transfer or purchase any drug or other controlled substance which may alter an individual's mental or physical capacity. Please see IWFL bylaws for exceptions of products and legal drugs which have been prescribed to that player, and which are being used in the manner prescribed.

The Manchester Freedom will not tolerate players who report for duty while under the influence of alcoholic beverages or drugs (other than properly prescribed medications), or who violate the alcohol and drug laws (for example, by consuming alcohol in the United States under age

21).

All players should report evidence of alcohol or drug abuse to the General Manager or other team representative immediately. In cases where the use of alcohol or drugs pose an imminent threat to the safety of persons or property, a player must report the violation. Failure to do so could result in disciplinary action for the non-reporting player.

Players who violate the Substance Abuse Policy will be subject to disciplinary action, up to and including termination of player's association with the Team

As a part of our policy to ensure a substance free environment, Manchester Freedom players may be asked to submit to a medical examination and/or be clinically tested for the presence of alcohol and/or drugs. Within the limits of federal and state laws, we reserve the right, at our discretion, to examine and test for drugs and alcohol. Some such situations may include, but not be limited, to the following:

- All players who are offered a spot on the roster with Manchester Freedom
- Where there are reasonable grounds for believing a player is under the influence of alcohol or drugs
- As part of an investigation of any incident in which there are reasonable grounds to suspect alcohol and/or drugs contributed to the accident
- On a random basis, where allowed by law
- As a follow-up to a rehabilitation program, where allowed by law
- As necessary for the safety of players, fans, coaches, opponents, or the public at large, where allowed by law
- When a player returns to the field after an absence

IWFL

As an IWFL team, the Manchester Freedom requires that players comply with all applicable IWFL policies and procedures.

By signing below I am verifying that I have read this document in its entirety, that I am over eighteen (18) years of age, and that I agree to comply with all policies and procedures contained in this document and any other policies and procedures of the Manchester Freedom during the time that I am a prospective player with the Manchester Freedom and such time, if any, that I am a player associated with the Manchester Freedom.

Print Name: _____

Signature: _____

Date: _____

RELEASE OF LIABILITY AND ASSUMPTION OF RISK

READ BEFORE SIGNING

In consideration of being allowed to participate in, or be present during, all or part of the Manchester Freedom, LLC ("Manchester Freedom") program, including its various activities such as, without limitation, tryouts, exercises, scrimmages, training camps, practices and games, I, the undersigned, acknowledge, represent, warrant, and agree that:

1. I am 18 years of age or older and have full coverage health insurance;
2. Participating in sports, including without limitation contact football, and even attending sporting activities can be hazardous. The risk of injury from the activities involved in the Manchester Freedom program is significant, including without limitation the potential for permanent paralysis and death, and while particular skills, equipment, and personal discipline may reduce this risk, the risk of such serious injury and death still exists; and
3. I knowingly and freely assume all risks of injury, loss of life and damage to persons and property during such activity, both known and unknown, even if arising from the negligence of the Releases (defined below) or others, and assume full responsibility for my participation and/or attendance; and,
4. I willingly agree to comply with the stated and customary terms and conditions for participation and attendance. If however, I observe any unusual hazard during my presence or participation, **I will** remove myself from participation and the hazard, and bring such to the attention of the Manchester Freedom immediately; and,
5. I, for myself and on behalf of my heirs, assigns, personal representatives and next of kin, hereby release, indemnify, and hold harmless the Manchester Freedom, its owner, managers, officers, officials, agents, representatives and/or employees, coaches, game officials, trainers, physicians, other participants, sponsoring agencies, sponsors, advertisers, owners and/or lessors of the premises used for the activity, and any other person or entity associated in any way with Manchester Freedom ("Releases"), with respect to any and all injury, disability, death, or loss or damage to person or property associated with my presence or participation, whether arising from the Releases' negligent acts, gross negligence, recklessness or otherwise, to the fullest extent permitted by law. I further agree to reimburse Releases for all court costs, expenses, and attorney fees in defending any action brought by me, my heirs, assigns, personal representatives and next of kin.

I HAVE READ THIS RELEASE OF LIABILITY AND ASSUMPTION OF RISK. I FULLY UNDERSTAND ITS TERMS, UNDERSTAND THAT I HAVE GIVEN UP SUBSTANTIAL RIGHTS AND REMEDIES BY SIGNING IT, AND SIGN IT FREELY AND VOLUNTARILY WITHOUT ANY INDUCEMENT OR DURESS.

SIGNATURE: _____

PRINT NAME: _____

DATE: _____



MANCHESTER FREEDOM PLAYER AGREEMENT — 2012

1. Proof of valid health insurance — You must provide a copy of the front and back of your health insurance card.
2. Player must pay Player Training Fees of \$850.00 by March 1, 2012. There will be an incentive program however for the 2012 Season for those players wishing to commit and save some expenses in doing so. The discount package is as follows; **Player Training Fee Discount Package #1** - \$650.00 paid in full Oct 1, 2011 thru Nov 15, 2011 **Player Training Fee Discount Package #2** - \$750.00 paid in full Nov 16, 2011 thru Dec 31, 2011 Any Player Patron contributions must be received by February 23, 2012. (Player Patron payments do not apply toward the cost of a Team Sponsor package; likewise, Team Sponsor payments do not apply toward the cost of a Player Patron package.)
All checks or money orders should be payable to "Manchester Freedom LLC".
3. Player must pay \$20.00 IWFL Registration fee at least thirty (30) days before the player's first 2012 IWFL game, and preferably by March 1, 2012, and provide a copy of the receipt.
4. You must provide a copy of your birth certificate and driver's license.
5. Equipment and Game Attire as outline previously will be provided by Manchester Freedom. It must be returned upon request or fines will be assessed.
6. Helmets will be provided by Manchester Freedom. (If you wish to wear your own helmet, the helmet MUST bear the reconditioning NOCASE certification of the 2012 season.
7. Player must provide mouth piece, socks, and cleats.
8. Player must comply with the Player Policies and Procedures for the 2012 season
9. Player must have no prior felony convictions.

While it is our hope that all players will have a chance to play, there is no guarantee that any player will receive playing time.

Player signature: _____

Print name: _____

Date: _____



www.manchesterfreedom.com

MEDICAL HISTORY FORM — 2012 Season

Name of Participant: _____

Street Address: _____

City: _____ State: ____ Zip: _____

Home Phone: _____ Cell Phone: _____ Work Phone: _____

Email: _____

Height: _____ Weight: _____ D.O.B.: _____

Current Employer: _____

College: _____

Health Insurance Carrier: _____ Group ID: _____

Primary Care Physician: _____ Phone: _____

Date and Reason of last Doctor's visit: _____

Current Injuries: _____

Previous Injuries: _____

Do You Have Asthma? Y___ N___ Do You Have Diabetes? Y___ N___

Are You Hypoglycemic? Y___ N___ Do You Smoke? Y___ N___

Do You Wear Contacts? Y___ N___ Are You Pregnant? Y___ N___

Are You Allergic To Any Medications? Y___ N___

If Yes, Please List: _____

Are You Taking Any Medications? Y___ N___

If Yes, Please List: _____

Do You Have A Medical Condition Not Mentioned Above? Y___ N___

If Yes, Please Explain:

Are you physically and medically fit to play and/or coach (as applicable) contact football without any accommodation?

Y___ N___

If No, Please Explain:

If you are a player or prospective player, were you born a female? Y___ N___

Emergency Contact: _____ Phone: _____

Relationship To Contact: _____

Have you tried out with the Manchester Freedom in the past? Y___ N___

If so, when?: _____

Previous Football Experience: _____

Position(s) Desired: _____

High School/College/Pro Athletic Experience: _____

X _____ **DATE:** _____

Signature of Participant

FBI Manchester Freedom Personnel Use Only

Tryout Number: _____ **T-Shirt Size: S/M/L/XUXXL**

Photocopy of Driver's License: Yes/No Photocopy of Insurance Card: Yes/No

X _____

Authorized To Play and/or Coach (as applicable)



LETTER OF INTENT/INJURY WAIVER

2012 Season

READ BEFORE SIGNING

I, the undersigned, am a person 18 years of age or older. I hereby declare my intent to play and/or coach, as applicable, for the Manchester Freedom football team. I agree to abide by all the rules, regulations and guidelines set forth by Manchester Freedom.

I represent, warrant and agree that I understand the risks involved with full contact football and that I may sustain serious injuries, including without limitation paralysis, or loss of life during the course of tryouts, exercises, scrimmages, training camps, practices and games. I represent, warrant, and agree that I will not hold or seek to hold any person or facility liable for any and all injuries to me or anyone else. This includes any problems or injuries that may arise with a pre-existing condition.

I represent, warrant, and agree that I have full coverage health insurance and that I accept all of the risks associated with trying out, practicing, scrimmaging, playing, exercising, training, and/or coaching in any way associated with the Manchester Freedom.

I have read this Letter of Intent/Injury Waiver and accept and understand its terms and conditions. I have attached to this Letter of Intent/Injury Waiver true and accurate copies of my driver's license and insurance card or other proof of insurance.

Print Name: _____

Signature: _____

Date: _____



EQUIPMENT AGREEMENT

I understand and agree that the following equipment is issued to me for my use only while associated with the Manchester Freedom Women's Football Team.

I agree to return ALL of this equipment to the Manchester Freedom in good condition, excepting normal wear, within seven days of the earlier of the end of the Manchester Freedom's 2012 IWFL Season or such time as I leave or am asked to leave the team. I further agree within that same time-frame to pay replacement costs of each item not so returned as listed below and, should I fail to do so, to pay all of Manchester Freedom's costs of collection, including reasonable attorneys fees.

The following items have been issued to and received by me:

1. Revolution Helmet (\$250.00)
2. Shoulder Pads (\$225.00)
3. Hip, Thigh, Tail, Knee Pads w/Girdle (\$45.00)
4. Game Shirt (\$175.00)
5. Game Pants (\$100.00)
6. Practice Shirt (\$25.00)
5. Practice Pants (\$25.00)

Player signature: _____

Print name: _____

Address: _____

City: _____ **State:** _____

Zip: _____

Telephone: _____

Email: _____

Date: _____



**CONSENT TO BE PHOTOGRAPHED/VIDEOGRAPHED &
AUTHORIZATION TO USE PHOTOGRAPH(S)/VIDEO(S)
READ BEFORE SIGNING**

I, the undersigned, am 18 years of age or older. I voluntarily and irrevocably consent to be photographed and/or videographed (including without limitation still photo, film, digital, video, and/or audio) by a photographer and/or videographer employed, engaged, or otherwise approved by the Manchester Freedom. I understand that the intended use of the photograph (s)/video(s) is for publicity, education, marketing or public information efforts of the Manchester Freedom in print, television, radio, video tapes, audio tapes, streaming video, and/or on the Internet, and that other uses of the photograph(s)/video(s) also may be made.

I irrevocably authorize any and all uses, by or on behalf of the Manchester Freedom, of the photograph(s)/video(s) depicting me, in whole or in part, and understand that I will not be paid or compensated by the Manchester Freedom in any way for the taking or use of any photograph(s)/video(s).

I hereby release and discharge the Manchester Freedom and its owner, managers, employees, agents, and representatives from any claims, liability or results caused by the use of said photograph(s) of me, which I have now voluntarily authorized as a gift to the Manchester Freedom and/or in consideration of being allowed to be present at and/or participate in part or all of one or more Manchester Freedom activities or events.

PRINT NAME: _____

SIGNATURE: _____

DATE: _____