



**AFLPU**

**REGULATIONS**

**GOVERNING**

**CONTRACT**

**ADVISORS**

(Revised 10/2012)

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# **AFLPU REGULATIONS GOVERNING CONTRACT ADVISORS**

## **INTRODUCTION**

In 2012, the Officers and Player Representatives of the Arena Football League Players Union (“AFLPU”) adopted the AFLPU Regulations Governing Contract Advisors (“Regulations”) for persons who desired to provide representation services to players (including rookies) by conducting individual contract negotiations and/or assisting in or advising with respect to such negotiations with the member Clubs of the AF1 Arena Football League (“AFL”). These Regulations have been amended and the amendments are reflected herein. These Regulations were adopted and amended pursuant to the authority and duty conferred upon the AFLPU as the exclusive collective bargaining representative of AFL players pursuant to Section 9(a) of the National Labor Relations Act, which provides in pertinent part:

Representatives designated or selected for the purposes of collective bargaining by the majority of the employees in a unit appropriate for such purposes, shall be the exclusive representatives of all the employees in such unit for the purposes of collective bargaining in respect to rates of pay, wages, hours of employment, or other conditions of employment.

The authority and duty to promulgate these Regulations are also contained in the 2012 Collective Bargaining Agreement (CBA) between the AFL and the AFLPU, which states as follows:

- 1.** AF1 recognizes the Arena Football League Players Union (“Union” or “AFLPU”) as the exclusive bargaining representative of AF1 employee football players (“Players”) in the bargaining unit certified by the National Labor Relations Board and described in the Certification of Representative dated June 27, 2011 (“Bargaining Unit”). The Bargaining Unit certified by the National Labor Relations Board, Region 17, in Case No. 17-RC-12702 is:
  - a. **INCLUDED:** All Arena Football One, LLC (AF1) football players employed by AF1 who are either (1) assigned to an AF1 Players Roster of Twenty-four (24) Players, (2) on the Suspended Players List, or (3) on the Injured Reserve Players List, Inactive List, Inactive Reserve List, and Physically Unable to Perform List.
  - b. **EXCLUDED:** All Exempt List Players, Refuse-To-Report-Players List, coaches, team personnel, all other employees, office clerical employees, guards and supervisors as defined in the Act.

Article VII of the 2012 Collective Bargaining Agreement as amended further provides, among

other things, that:

The AFL and the Clubs recognize that, pursuant to federal labor law, the AFLPU will regulate the conduct of agents who represent players in individual contract negotiations with Clubs. On or after the date on which the AFLPU notifies the AFL that an agent regulation system is in effect and provides the AFL with a list of the AFLPU-certified agents, Clubs are prohibited from engaging in individual contract negotiations with any agent who is not listed by the AFLPU as being duly certified by the AFLPU in accordance with its role as exclusive bargaining agent for AFL players. The AFLPU shall provide and publish a list of agents who are currently certified in accordance with its agent regulation system, and shall notify the AFL and the Clubs of any deletions or additions to the list pursuant to its procedures. The AFLPU agrees that it shall not delete any agent from its list until that agent has exhausted the opportunity to appeal the deletion pursuant to the AFLPU's agent regulation system, except: (i) where an agent has failed to pass a written examination given to agents by the AFLPU; (ii) in extraordinary circumstances where the AFLPU's investigation discloses that the agent's conduct is of such a serious nature as to justify immediately invalidating the agent's certification; (iii) where the agent has failed to pay his or her annual fee; (iv) where the agent has failed to attend an annual seminar required by the AFLPU; (v) where the agent's certification has expired due to the agent's inactivity in individual contract negotiations; (vi) where the agent has made improper contact with a college football player in violation of any applicable AFLPU rules governing contact with players related to NCAA or AFL Draft or eligibility; and (vii) where the agent has failed to sign the end of year certification required by Article 18, Section 2(b) of this Agreement. The AFLPU shall have sole and exclusive authority to determine the number of agents to be certified, and the grounds for withdrawing or denying certification of an agent. The AFLPU agrees that it will not discipline, dismiss or decertify agents based upon the results they achieve or do not achieve in negotiating terms or conditions of employment with AFL Clubs. This Section shall not limit the AFLPU's ability to discipline agents for malfeasance or for violation of state or federal law.

The AFL, consistent with the Clubs' obligation to deal only with AFLPU-certified agents:

Shall disapprove any AFL Player Contract(s) between a player and a Club unless such player: (a) is represented in the negotiations with respect to such AFL Player Contract(s) by an agent or representative duly certified by the AFLPU in accordance with the AFLPU agent regulation system and authorized to represent him; or (b) acts on his own behalf in negotiating such AFL Player Contract(s).

Persons serving or wishing to serve as the AFLPU's "agent" pursuant to these provisions of the CBA, which persons are herein referred to as "Contract Advisors," shall be governed by these Regulations.

## **SECTION 1: SCOPE OF REGULATIONS**

### **A. Persons Subject to Regulations**

No person (other than a player representing himself) shall be permitted to conduct

individual contract negotiations on behalf of a player\* and/or assist in or advise with respect to such negotiations with AFL Clubs after the effective date of these Regulations unless he/ she is (1) currently certified as a Contract Advisor pursuant to these Regulations; (2) signs a Standard Representation Agreement with the player (See Section 4; Appendix D); and (3) files a fully executed copy of the Standard Representation Agreement with the AFLPU, along with any contract(s) between the player and the Contract Advisor for other services to be provided.

#### **B. Activities Covered**

The activities of Contract Advisors which are governed by these Regulations include: the providing of advice, counsel, information or assistance to players with respect to negotiating their individual contracts with Clubs and/or thereafter in enforcing those contracts; the conduct of individual compensation negotiations with the Clubs on behalf of players; and any other activity or conduct which directly bears upon the Contract Advisor's integrity, competence or ability to properly represent individual AFL players and the AFLPU in individual contract negotiations, including the handling of player funds, providing tax counseling and preparation services, and providing financial advice and investment services to individual players.

#### **C. Amendments**

These Regulations may be amended from time to time by the Officers and Board of Player Representatives of the AFLPU in their sole discretion.

### **SECTION 2: CERTIFICATION**

After the effective date of these Regulations, any person who wishes to perform the functions of a Contract Advisor as described in Section 1 above must be certified by the AFLPU pursuant to the following procedure:

#### **A. Application for Certification**

In order to be eligible for Certification as an AFLPU Contract Advisor hereunder, a person must file a verified Application for Certification as a Contract Advisor (in the form attached as Appendix A) and a completed and signed Authority and Consent to Procure and Release Information including Personal Consumer Credit Reports (in the form attached as Appendix B) with the AFLPU, and pay the required application fee as established by the AFLPU Board of Player Representatives. Certification will be granted hereunder only to individuals and not any firm, corporation, partnership or other business entity. There is no limit on the number of individuals in any one firm, corporation, partnership or other business entity who are eligible for certification.

To be eligible for certification, the applicant must be currently certified and in good standing with the National Football League Players Association or the

Canadian Football League Players Association and have negotiated at least 2 Professional Football Contracts in either of those Leagues in the most recent 24 months prior to application with the AFLPU. An applicant must have received an undergraduate degree from an accredited four year college/university and have at least 2 years of relevant negotiation experience. However, the AFLPU shall have the authority to grant exceptions to this requirement in cases where the applicant has at least four (4) years sufficient relevant negotiating experience and/or having completed an AFLPU partner education program, if any, with sufficient relevant experience being determined by the AFLPU.

\* For purposes of these Regulations, the term “player” shall mean anyone eligible to play in the Arena Football League, including a player about to enter his rookie season in the AFL.

Applications for Certification as a Contract Advisor must be submitted to the AFLPU during a specified application period which may be set by the AFLPU. Upon receipt of an Application for Certification, the AFLPU may, in the context of reviewing the application, request further written materials from the applicant and/or conduct whatever further investigation it deems appropriate, including an informal conference with the applicant and a background check.

#### **B. Confidentiality**

Contract Advisors shall keep all Player and AFLPU and/or AFL information confidential and shall not disclose any information to any other party without first obtaining written authorization in advance from the Player, AFLPU and/or AFL, respectively, unless required to do so by law.

#### **C. Grounds for Denial of Certification**

Grounds for denial of Certification shall include, but not be limited to, the following:

- The applicant has made false or misleading statements of a material nature in his/her application;
- The applicant has misappropriated funds, or engaged in other specific acts such as embezzlement, theft or fraud, which would render him/her unfit to serve in a fiduciary capacity on behalf of players;
- The applicant has engaged in any other conduct that significantly impacts adversely on his/her credibility, integrity or competence to serve in a fiduciary capacity on behalf of players;
- The applicant is unwilling to swear or affirm that he/she will comply with these Regulations and any amendments hereto and/or that he/she will abide by the fee structure contained in the Standard Representation Agreement incorporated into these Regulations;
- The applicant has been denied certification by another professional sports player’s association;

- The applicant directly or indirectly solicited a player for representation as a Contract Advisor during the period of time between the filing of his/her Application for Certification and Certification by the AFLPU;
- The applicant has not received a degree from an accredited four year college/university, unless excepted from this requirement pursuant to Section 2(A);
- The applicant has failed to fully and properly complete his/her Application for Certification.

#### **D. Appeal from Denial of Certification**

In the event an Application for Certification is denied pursuant to this Section, the applicant shall be notified electronically or in writing (by confirmed facsimile or US Postal Service delivery) of the reasons for the denial. The applicant may appeal such action to the Arbitrator appointed pursuant to Section 5 of these Regulations. Such appeal shall be initiated by filing (by confirmed facsimile or overnight delivery) a written notice of appeal with the AFLPU within thirty (30) days of receipt of the notice denying his/her Application for Certification. The appeal shall be processed and resolved in accordance with the arbitration procedures set forth in Section 5(E) through 5(H) of these Regulations, which shall be the exclusive procedure for challenging any denial of Certification hereunder. The standard of review for the Arbitrator on an appeal of a denial of an Application for Certification shall be whether there is a reasonable basis in the circumstances of the case under review for the AFLPU's decision to deny the Application.

#### **E. Suspension or Revocation of Certification**

At any time subsequent to granting Certification to a Contract Advisor, the AFLPU may, based upon information brought to its attention or acting on its own initiative, immediately revoke such Certification pursuant to Section 6(B) hereof, or propose the suspension or revocation of such Certification on any ground that would have provided a basis for denying Certification in the first place (see Section 2(C)) and/or for conduct prohibited in Section 3(B)(1) through 3(B)(32) of these Regulations and/or for failing to engage in the conduct required in Section 3(A)(1) through 3(A)(20) of these Regulations. Any such proposed suspension or revocation must be sent by confirmed facsimile or overnight delivery to the Contract Advisor's office or residence (see Section 6). The Contract Advisor may challenge any such proposed suspension or revocation by appealing such action pursuant to Section 6(B) through 6(H). The appeal to arbitration shall constitute the exclusive method of challenging any proposed suspension or revocation of Certification.

#### **F. Form of Certification**

After the AFLPU approves an applicant's Application for Certification as a Contract Advisor,

the AFLPU shall provide the applicant with a written Certification in the form attached hereto as Appendix C. The applicant will thereupon be authorized to serve as a Contract Advisor in conducting individual player negotiations with the AFL Clubs and/or assisting in or advising with respect to such negotiations. In granting Certification, the AFLPU shall not be deemed to have endorsed any Contract Advisor; nor shall the grant of such Certification be deemed to impose liability upon the AFLPU for any acts or omissions of the Contract Advisor in providing representation to any player, whether or not such acts or omissions fall within activities governed by these Regulations.

#### **G. Expiration of Certification**

The Certification of any Contract Advisor who has failed to negotiate and sign a player to an AFL Player Contract (excluding Practice Squad Contracts) for at least one AFL player during any two-year period shall automatically expire at the end of such two-year period.

#### **H. Application and Annual Fees**

##### (1) Application Fees:

Each applicant for Certification as a Contract Advisor under these Regulations shall submit with his/her fully completed application a one-time Non-Refundable fee as set by the AFLPU. The Non-Refundable Application Fee for the 2013 Season is Two Hundred and Fifty Dollars (\$250.00).

##### (2) Annual Fee:

Each Contract Advisor who is certified shall pay an annual fee to the AFLPU, as set by the AFLPU, to defray the cost of maintaining this agent regulation system. The Certification of any Contract Advisor who fails to pay his/her annual fee in a timely manner shall expire automatically upon the expiration of the deadline for payment of such fee. The Annual Fee for the 2013 Season is Five Hundred Dollars (\$500.00).

### **SECTION 3: STANDARD OF CONDUCT FOR CONTRACT ADVISORS**

The objective of the AFLPU in implementing these Regulations is to enable players to make an informed selection of a Contract Advisor and to help assure that the Contract Advisor will provide effective representation at fair, reasonable, and uniformly applicable rates to those individual players he/she represents, and to avoid any conflict of interest which could potentially compromise the best interests of AFL players.

#### **A. General Requirements**

A Contract Advisor shall be required to:

- (1) Disclose on his/her Application and thereafter upon request of the AFLPU all information relevant to his/her qualifications to serve as a Contract Advisor, including, but

not limited to, background, special training, experience in negotiations, past representation of professional athletes, and relevant business associations or memberships in professional organizations;

- (2) Pay an application fee pursuant to Section 2 above unless waived;
- (3) Pay the annual fee in a timely manner as established by the Board of Player Representatives;
- (4) Attend an AFLPU seminar on individual contract negotiations each year, if any;
- (5) Comply with the maximum fee schedule and all other provisions of these Regulations and any amendments thereto;
- (6) Execute and abide by the printed Standard Representation Agreement with all players represented and file with the AFLPU a copy of that fully executed agreement along with any other agreement(s) for additional services that the Contract Advisor has executed with the player, including, without limitation, agreements or other relevant documents relating to loans, lines of credit, or pre-combine or pre-draft services or benefits being provided to rookie clients. If the Contract Advisor and player enter into any other agreement(s) subsequent to the execution of the Standard Representation Agreement, the Contract Advisor shall submit a copy of such agreement(s) to the AFLPU within ten (10) days of the execution of such additional agreement(s). If the Contract Advisor is unable to file a signed Standard Representation Agreement because of a failure or refusal by the player to sign such an agreement, the Contract Advisor may file a signed affidavit, with a copy to the player, detailing his/her efforts to obtain the player's signature. Such affidavit shall serve as a means of avoiding discipline for violation of this Section 3(A)(6), if submitted in good faith by the Contract Advisor, but shall not operate as an agreement between the Contract Advisor and player;
- (7) Advise the affected player and report to the AFLPU any known violations by an AFL Club of a player's individual contract or of his rights under any applicable Collective Bargaining Agreement;
- (8) Sign and provide the AFLPU and the club with a copy of any player contract negotiated with that club within 48 hours after the contract is executed (Contract shall be sent by electronic communication, facsimile or overnight mail);
- (9) Provide on or before February, 1 each year, to every player who he/she represents, with a copy to the AFLPU, an itemized statement covering the period beginning February, 1 of the prior year through January 1, of that year, which separately sets forth the fee charged to the player for, and any expenses incurred in connection with, the performance of the following services:
  - (a) Individual player salary negotiations,
  - (b) Management of the player's assets,
  - (c) Financial, investment, legal, tax and/or other advice to the player, and (d) any other miscellaneous services;
- (10) Permit a person or firm authorized by a former or current player-client to conduct an audit of all relevant books and records pertaining to any services provided to that player;

(11) Complete a notarized updated Application for Certification on or before an annual date to be determined by the AFLPU. Such annual update shall include, without limitation, disclosure of the names of any financial advisors the Contract Advisor is recommending or has recommended to players within the past year. A failure to comply with this Section 3(A) (11) shall result in immediate suspension of the Contract Advisor's Certification.

(13) Provide the AFLPU with all materials that the AFLPU deems relevant with respect to any investigation conducted pursuant to these Regulations and in all other respects cooperate fully with the AFLPU;

(14) Fully comply with applicable state and federal laws;

(15) Become and remain sufficiently educated with regard to AFL structure and economics, applicable Collective Bargaining Agreements and other governing documents, basic negotiating techniques, and developments in sports law and related subjects. To ascertain whether the Contract Advisor is sufficiently educated with regard to the above-related subjects, the AFLPU may require a Contract Advisor to pass a Contract Advisor examination. A failure to pass an examination administered pursuant to this Section 3(A) (15) shall result in immediate suspension of the Contract Advisor's Certification pursuant to Section 6(B). Such suspension shall run until the Contract Advisor passes the next examination given, but in no event shall the suspension be for less than one (1) year;

(16) Disclose in an addendum (in the form attached as Appendix G) attached to the Standard Representation Agreement between the Contract Advisor and player, the names and current positions of any AFL management personnel or coaches whom Contract Advisor represents or has represented in matters pertaining to their employment by or association with any AFL club;

(17) **Act at all times in a fiduciary capacity on behalf of Players;**

(18) Comply with and abide by all of the stated policies of the AFLPU;

(19) In connection with payments for assistance in recruiting any player:

(a) Prepare a typewritten SRA Disclosure Form (attached as Appendix E) disclosing any other Contract Advisor(s) to whom the Contract Advisor has paid or has promised to pay money or any other thing of value (excluding any other Contract Advisor(s) whose name appears on the Standard Representation Agreement) in return for recruiting or helping to recruit a player to sign a Standard Representation Agreement;

(b) Provide a copy of that SRA Disclosure Form to the player in advance of signing that player to a Standard Representation Agreement so as to allow the player adequate time to consider the information before the player signs the SRA

(c) Have the player sign that SRA Disclosure Form acknowledging that he is aware of the payments and that he approves of them;

(d) Submit a copy of that SRA Disclosure Form along with the Standard Representation Agreement to the AFLPU as required by Section 3(A) (6); and

- (e) Prepare, have signed and submit to the AFLPU a new or supplemental SRA Disclosure Form if any such other Contract Advisor(s) are added after the Standard Representation Agreement is signed by the Player.

Any conduct by a Contract Advisor(s) listed as a recruiter on the SRA Disclosure Form required by this Section 3(A) (19) or by employees or associates of the Contract Advisor who is a party to the Standard Representation Agreement which would violate the Regulations shall be deemed to be conduct of the Contract Advisor who is a party to the Standard Representation Agreement and shall subject that Contract Advisor to discipline under these Regulations. Any conduct by employees or associates of a Contract Advisor(s) listed as a recruiter on the SRA Disclosure Form required by this Section 3(A)(19) which would violate the Regulations shall be deemed to be conduct of the Contract Advisor(s) listed on the SRA Disclosure Form and shall subject that Contract Advisor(s) to discipline under these Regulations;

(20) Contract Advisors may not negotiate an AFL Contract for or represent a Player that is not in “Good Standing” or is suspended with the AFLPU or the AFL. The Contract Advisor may assist the Player in becoming a member in “Good Standing” with the AFLPU and may advise and represent the Player with respect to any suspension hearings by the AFLPU or AFL.

(21) Educate player-clients as to their benefits, rights and obligations pursuant to the Collective Bargaining Agreement; and to advise and assist those player-clients in taking maximum advantage of those benefits and rights, including, without limitation, Termination Pay, Severance Pay, disability benefits, workers compensation benefits, second medical opinions.

## **B. Prohibited Conduct**

Contract Advisors are prohibited from:

- (1) Representing any player in individual contract negotiations with any Club unless he/she (i) is an AFLPU Certified Contract Advisor; (ii) has signed the Standard Representation Agreement with such player; and (iii) has filed a copy of the Standard Representation Agreement with the AFLPU along with any other contract(s) or agreement(s) between the player and the Contract Advisor;
- (2) Providing or offering money or any other thing of value to any player or prospective player to induce or encourage that player to utilize his/her services;
- (3) Providing or offering money or any other thing of value to a member of the player’s or prospective player’s family or any other person for the purpose of inducing or encouraging that person to recommend the services of the Contract Advisor;
- (4) Providing materially false or misleading information to any player or prospective player in the context of recruiting the player as a client or in the course of representing that player as his Contract Advisor;

- (5) Representing or suggesting to any player or prospective player that his/her AFLPU Certification is an endorsement or recommendation by the AFLPU of the Contract Advisor or the Contract Advisor's qualifications or services;
- (6) Directly or indirectly borrowing money from any player (whether or not the player is a client), either by receiving the funds directly from the player or by the player providing collateral for or agreeing to guarantee a loan to the Contract Advisor by another party;
- (7) Holding or seeking to hold, either directly or indirectly, a financial interest in any professional football club or in any other business entity when such investment could create an actual conflict of interest or the appearance of a conflict of interest in the representation of AFL players;
- (8) Engaging in any other activity which creates an actual or potential conflict of interest with the effective representation of AFL players;
- (9) Soliciting or accepting money or anything of value from any AFL Club in a way that would create an actual or apparent conflict with the interests of any player that the Contract Advisor represents;
- (10) Negotiating and/or agreeing to any provision in a player contract which deprives or purports to deprive that player of any benefit contained in any collectively bargained agreement between the AFL and the AFLPU or any other provision of any applicable documents which protect the working conditions of AFL players;
- (11) Negotiating and/or agreeing to any provision in any agreement involving a player which directly or indirectly violates any stated policies or rules established by the AFLPU;
- (12) Concealing material facts from any player whom the Contract Advisor is representing which relate to the subject of the player's individual contract negotiation;
- (13) Failing to advise the player and to report to the AFLPU any known violations by an AFL Club of a player's individual contract;
- (14) Engaging in unlawful conduct and/or conduct involving dishonesty, fraud, deceit, misrepresentation, or other activity which reflects adversely on his/her fitness as a Contract Advisor or jeopardizes his/her effective representation of AFL players;
- (15) Failure to comply with the maximum fee provisions contained in Section 4 of these Regulations;
- (16) Circumventing the maximum fee provisions contained in Section 4 of these Regulations by knowingly and intentionally increasing the fees that Contract Advisor charges or otherwise would have charged the player for other services including, but not limited to, financial consultation, money management, and/or negotiating player endorsement agreements;
- (17) Failing to provide to each player represented and the AFLPU the annual statements required by Section 3(A)(9) of these Regulations and/or failing to provide the AFLPU copies of all agreements between the Contract Advisor and each player as required by Section 3(A)(6) of these Regulations;
- (18) Filing any lawsuit or other proceeding against a player for any matter which is subject to the exclusive arbitration provisions contained in Section 5 of these Regulations;
- (19) Failing to disclose in writing to any player represented by Contract Advisor any fee paid or received by Contract Advisor to or from a third party in return for providing services to that player;

- (20) (a) Initiating any communication, directly or indirectly, with a player who has entered into a Standard Representation Agreement with another Contract Advisor and such Standard Representation Agreement is on file with the AFLPU if the communication concerns a matter relating to the:
- (i) Player's current Contract Advisor;
  - (ii) Player's current Standard Representation Agreement;
  - (iii) Player's contract status with any AFL Club(s);
  - (iv) Services to be provided by prospective Contract Advisor either through a Standard Representation Agreement or otherwise.
- (b) If a player, already a party to a Standard Representation Agreement, initiates communication with a Contract Advisor relating to any of the subject matters listed in Section 3(B)(20)(a) the Contract Advisor may continue communications with the Player regarding any of those matters.
- (c) Section 3(B)(20) shall not apply to any player who has less than sixty (60) days remaining before his AFL Player Contract expires, and he has not yet signed a new Standard Representation Agreement with a Contract Advisor within the sixty (60) day period.
- (d) Section 3(B)(20) shall not prohibit a Contract Advisor from sending a player written materials which may be reasonably interpreted as advertising directed at players in general and not targeted at a specific player.
- (21) Conditioning the signing of a Standard Representation Agreement upon the signing of a contract for other services or the performance of other services by the Contract Advisor or any affiliated entity; or conditioning the signing of a contract for other services or the performance of other services by the Contract Advisor or any affiliated entity upon the signing of a Standard Representation Agreement;
- (22) Attempting to circumvent or circumventing relevant portions of Section 4(B) (5);
- (23) Acting as a "Financial Advisor" and/or providing "Financial Advice" to an AFL player without first being a properly registered and holding a current license as a "Financial Advisor" or "Registered Representative" with the NASD/FINRA/SEC and one of its member firms and approved by the AFLPU as a "Financial Advisor" or "Registered Representative".
- (24) Acting as an Insurance Agent and/or providing insurance advice to an AFL player without being properly licensed as an insurance agent in their respective state and/or in the Players state if required.
- (25) Entering into any business relationship with another Contract Advisor to share fees and/or provide negotiation services for players during a time period commencing when a

Disciplinary Complaint has been filed against such Contract Advisor pursuant to Section 6 of these Regulations and ending when disciplinary sanctions become final or, if the sanctions include a suspension or revocation of Certification, at the end of the period of the suspension or revocation of Certification, whichever is later;

(26) Directly or indirectly soliciting a prospective rookie player for representation as a Contract Advisor (A “rookie” shall be defined as a person who has never signed an AFL Player Contract) if that player has signed a Standard Representation Agreement prior to a date which is thirty (30) days before the AFL Draft and if thirty (30) days have not elapsed since the Agreement was signed and filed with the AFLPU;

(27) Directly or indirectly communicating or attempting to communicate with a member of the Committee on Agent Regulation and Discipline (“CARD”) concerning the Contract Advisor’s pending disciplinary action pursuant to Section 6 of these Regulations once an investigation has commenced relating to that Contract Advisor and continuing through the final disposition of any Section 6 disciplinary action. Notwithstanding the foregoing, communication with the Committee on Agent Regulation and Discipline concerning a pending disciplinary action is permitted when the Committee as a group requests or agrees to discuss the pending disciplinary action with the Contract Advisor and/or his or her representative;

(28) Referring a player to a worker’s compensation attorney who is not a member of the AFLPU Panel of Workers Compensation Attorneys or not recommended by the AFLPU;

(29) Negotiating and agreeing to an AFL Player Contract containing an incentive clause which is exclusively prohibited by the CBA

(30) Violating any other provision of these Regulations;

(32) Using, associating with, employing or entering into any business relationship with any individual in the recruitment of prospective player-clients who is not Certified and in good standing as a Contract Advisor pursuant to these Regulations;

(33) Representing a Player that is NOT in “Good Standing” or is suspended with the AFLPU. Contract Advisors may not execute an AFL Contract for a Player that is NOT in “Good Standing” or suspended.

(34) Publicly or directly disparaging or working to undermining the AFLPU or any other Union and/or Professional Sports Association . A violation of section 34 shall be subject to immediate revocation of Certification.

A Contract Advisor who engages in any prohibited conduct as defined above shall be subject to discipline in accordance with the procedures of Section 6 of these Regulations.

#### **SECTION 4 : AGREEMENTS BETWEEN CONTRACT ADVISORS AND PLAYERS: MAXIMUM FEES**

##### **A. Standard Form**

Any agreement between a Contract Advisor and a player entered into after the effective date of these Regulations, which is not in writing in the pre-printed form attached hereto as Appendix D or which

does not meet the requirements of these Regulations, shall not be enforceable against any player and no Contract Advisor shall have the right to assert any claim against the player for compensation on the basis of such a purported contract.

#### **B. Contract Advisor's Compensation**

- (1) The maximum fee which may be charged or collected by a Contract Advisor shall be Five Hundred Dollars (\$500.00) from the compensation received by the player in each playing season covered by the contract negotiated by the Contract Advisor, except as follows:
- (2) The Contract Advisor and player may agree to any fee which is less than the maximum fee set forth in (1) above.
- (3) As used in this Section 4(B), the term "compensation" shall be deemed to include only salaries, signing bonuses, reporting bonuses, roster bonuses, and any performance incentives earned by the player during the term of the contract. For example, and without limitation, the term compensation shall not include any "honor" incentive bonuses (e.g. ALL PRO, PRO BOWL, Rookie of the Year), or any collectively bargained benefits or other payments provided for in the player's individual contract.
- (4) A Contract Advisor is prohibited from receiving any fee for his/her services until and unless the player receives the compensation upon which the fee is based.
- (5) A Contract Advisor who is found to have violated Section 3(B) (2) or (3) of these Regulations shall not be entitled to a fee for services provided to a player who was the subject of an improper inducement under Section 3(B) (2) or (3). In the event that the Contract Advisor collects any fees from the player before a finding of such violation, he/she shall be required to reimburse the player for such fees. If the improper inducement was a loan of money or property which was to be repaid or returned to the Contract Advisor, the money or property need not be repaid or returned by the player who was the subject of the improper inducement under Section 3(B)(2) or (3). This Section 4(B) (5) shall not be subject to any waiver by player, and any attempt by a Contract Advisor to circumvent this provision shall subject the Contract Advisor to discipline under these Regulations. Nothing in this subsection shall preclude the AFLPU from disciplining a Contract Advisor who violates Section 3(B)(2) or (3), it being intended that the forfeiture of fees and/or loaned money or property be in addition to any discipline imposed under these Regulations.

### **SECTION 5: ARBITRATION PROCEDURES**

#### **A. Disputes**

This arbitration procedure shall be the exclusive method for resolving any and all disputes that may arise from the following:

- (1) Denial by the AFLPU of an Applicant's Application for Certification;
- (2) Any dispute between an AFL player and a Contract Advisor with respect to the conduct of individual negotiations by a Contract Advisor;

- (3) The meaning, interpretation or enforcement of a fee agreement;
- (4) Any other activities of a Contract Advisor within the scope of these Regulations;
- (5) A dispute between two or more Contract Advisors with respect to whether or not a Contract Advisor interfered with the contractual relationship of a Contract Advisor and player in violation of Section 3(B)(21). If a Contract Advisor proves such a violation of Section 3(B)(21), then the Arbitrator shall award reasonable damages proven and/or any money award which he/she deems equitable; and/or
- (6) A dispute between two or more Contract Advisors with respect to their individual entitlement to fees owed, whether paid or unpaid, by a player-client who was jointly represented by such Contract Advisors, or represented by a firm with which the Contract Advisors in question were associated. In such cases, at player's option any fees paid or payable by the player after the dispute arises shall be placed in escrow pending final resolution of such dispute, and paid out of escrow in accordance with the Arbitrator's decision.

(With respect to any dispute that may arise pursuant to paragraph (1) above, the procedure for filing an appeal and invoking arbitration is set forth in these Regulations at Section 2(D). Once arbitration has been invoked, the procedure set forth in Section 5(E)-(H) below shall apply.)

#### **B. Filing**

The arbitration of a dispute under Section 5(A) (2)-(5) above shall be initiated by the filing of a written grievance either by the player or Contract Advisor. Any such grievance must be filed within ninety (90) days from the date of the occurrence of the event upon which the grievance is based or within ninety (90) days from the date on which the facts of the matter become known or reasonably should have become known to the grievant, whichever is later. A player need not be under contract to an AFL club at the time a grievance relating to him hereunder arises or at the time such grievance is initiated or processed.

A player may initiate a grievance against a Contract Advisor by (i) sending the written grievance by prepaid certified mail to the Contract Advisor's business address or by personal delivery at such address, and (ii) sending a copy to the AFLPU. A Contract Advisor may initiate a grievance against a player or Contract Advisor by (i) sending a written grievance by prepaid certified mail to the player or Contract Advisor or by personal delivery of the grievance to the player or Contract Advisor, and (ii) sending a copy to the AFLPU. The written grievance shall set forth the facts and circumstances giving rise to the grievance, the provision(s) of the agreement between the player and Contract Advisor alleged to have been violated, if applicable, and the relief sought. In addition, a properly and fully completed Section 5 Grievance Notification Form (Attached as Appendix F) shall be attached to the written grievance and sent to the respondent, with a copy to the AFLPU.

#### **C. Answer**

The party against whom a grievance has been filed ("the respondent") shall answer the grievance in writing by certified mail or personal delivery to the grievant and the AFLPU within twenty (20)

calendar days of receipt of the grievance. The answer shall admit or deny the facts alleged in the grievance and shall also briefly set forth, where applicable, the reasons why the respondent believes the grievance should be denied. No later than thirty (30) days after receipt of the grievance, the AFLPU shall provide the Arbitrator with copies of the grievance and answer and all other relevant documents. If an answer is not filed within this time limit, the Arbitrator, in his/her discretion, may issue an order where appropriate, granting the grievance and the requested relief upon satisfactory proof of the claim.

#### **D. Arbitrator**

The AFLPU shall select a skilled and experienced person to serve as the outside impartial Arbitrator for all cases arising hereunder. The Committee on Agent Regulation and Discipline (“CARD”) may, at its discretion, appoint up to two (2) additional arbitrators so as to create a panel of three (3) arbitrators to hear cases arising hereunder.

#### **E. Hearing**

After receipt of the grievance documents pursuant to this Section 5(C), or receipt of an appeal of a denial of Certification pursuant to Section 2(D), the Arbitrator shall select a time and place for a hearing on the dispute, giving due consideration to the convenience of the parties involved and the degree of urgency for resolution of the dispute. Upon written request from either party prior to the hearing, the AFLPU shall provide the parties copies of documents in its possession which are relevant to the dispute. These documents shall include but not be limited to AFL Player Contracts, other salary information, and Standard Representation Agreements. The Arbitrator may, at his/her discretion, order discovery in disputes between Contract Advisors filed pursuant to Section 5(A) (5).

The hearing shall be conducted in accordance with the Voluntary Labor Arbitration Rules of the American Arbitration Association. At such hearing, all parties to the dispute and the AFLPU will have the right to present, by testimony or otherwise, any evidence relevant to the grievance. If a witness is unavailable to come to the hearing, the witness’ testimony may be taken by telephone conference call at the discretion of the Arbitrator. All hearings shall be transcribed. At the close of the hearing or within thirty (30) days thereafter, the Arbitrator shall issue a written decision. At the hearing, the grievant shall have the burden of proving, by a preponderance of the evidence, the allegations of the grievance.

Such decision shall constitute full, final and complete disposition of the grievance, and will be binding upon the player and Contract Advisor involved; provided, however, that the Arbitrator will not have the jurisdiction or authority to add to, subtract from, or alter in any way the provisions of these Regulations or any other applicable document. If the Arbitrator grants a money award, it shall be paid within ten (10) days. The Arbitrator may award interest at his/ her discretion.

#### **F. Telephone Conference Call Hearings**

Any hearing conducted pursuant to the provisions of this Section in which the amount in dispute is less than \$1,000 shall be conducted via telephone conference call if any party so requests.

#### **G. Costs**

The AFLPU shall not be responsible for any costs of arbitration. Each party will bear the costs of its

own witnesses and counsel. Costs of arbitration, including the fees and expenses of the Arbitrator, will be borne equally by each party; provided, however, that the Arbitrator may assess some or all of a party's costs to an opposing party if the Arbitrator deems a party's position in the case to be frivolous and/or totally without merit.

#### **H. Time Limits**

The time limits of this Section may be extended only by written agreement of the parties.

## **SECTION 6: OVERSIGHT AND COMPLIANCE PROCEDURE**

### **A. Disciplinary Committee**

The President of the AFLPU shall appoint a three to five person Committee on Agent Regulation and Discipline ("CARD" or "the Committee") which may prosecute disciplinary procedures against Contract Advisors who violate these Regulations. Any action taken shall be by a majority vote of the Committee on Agent Regulation and Discipline members. The Committee on Agent Regulation and Discipline shall consist of active or retired AFL players chosen at the discretion of the President. The General Counsel or Executive Director of the AFLPU shall serve as a non-voting advisor to the Committee and will serve in prosecuting disciplinary actions pursuant to this Section.

### **B. Complaint; Filing**

Disciplinary proceedings against any Certified Contract Advisor shall be initiated by the filing of a written Complaint against the Contract Advisor by the Committee on Agent Regulation and Discipline. Such complaint shall be based upon verified information received by the Committee on Agent Regulation and Discipline from any person having knowledge of the action or conduct of the Contract Advisor in question, including, but not limited to, players, AFLPU staff, other Contract Advisors, AFL Management Personnel, or other persons associated with professional or amateur football. The Complaint shall be sent to the Contract Advisor by confirmed facsimile or overnight delivery addressed to the Contract Advisor's business office, or may be hand-delivered to the Contract Advisor personally at his/her business address. The Complaint shall set forth the specific action or conduct giving rise to the Complaint and cite the Regulation(s) alleged to have been violated.

A Complaint must be filed by the Committee on Agent Regulation and Discipline within one year from the date of the occurrence which gave rise to the Complaint, or within one year from the date on which the information became known or reasonably should have become known to the Committee on Agent Regulation and Discipline, whichever is later. The filing deadline for initiating a Complaint arising out of facts which are the subject of a Section 5 dispute, civil or criminal litigation, arbitration, civil or criminal proceedings, administrative hearing or investigation, shall be extended to one year from the date of the Arbitrator's final decision in the Section 5 grievance or final disposition in such other civil or criminal litigation, arbitration, civil or criminal proceedings, administrative hearing or investigation.

In the extraordinary circumstance where the Committee on Agent Regulation and Discipline's

investigation discloses that the Contract Advisor's conduct is of such a serious nature as to justify immediately revoking or suspending his/her Certification, the Committee on Agent Regulation and Discipline may immediately revoke or suspend his/her Certification with the filing of the Disciplinary Complaint or thereafter. In such event, the Contract Advisor will be entitled to an expedited appeal of that action pursuant to Section 6(E) of the Regulations, except that such appeal shall not stay the discipline.

A Contract Advisor's Certification shall automatically be revoked pursuant to the above referenced extraordinary circumstances language if a Contract Advisor: (1) Has his/her annual membership dues check returned for insufficient funds on two or more occasions; (2) Fails to attend a Contract Advisor seminar in any given year as required pursuant to Section 3 (A) (4); or (3) Fails to submit a completed and signed year-end certification as required pursuant to Article 18, Section 2(b) of the 2011 Collective Bargaining Agreement. (The preceding sentence shall not limit in any way the Committee on Agent Regulation and Discipline's ability to determine extraordinary circumstances on a case-by-case basis.)

#### **C. Answer**

The Contract Advisor against whom the Complaint has been filed shall have thirty (30) days in which to file a written answer to the Complaint. Such answer shall be sent by confirmed facsimile or overnight delivery to the Committee on Agent Regulation and Discipline at the offices of the AFLPU. The answer must admit or deny the facts alleged in the Complaint, and must assert any facts or arguments which the Contract Advisor wishes to state in his/her defense. Failure to file a timely answer shall be deemed an admission of the allegations in the Complaint and a consent to the revocation of the Contract Advisor's Certification and/or to any other discipline imposed by the Committee.

#### **D. Proposed Disciplinary Action**

Except in cases where discipline has been imposed prior to the receipt of the answer, the Committee on Agent Regulation and Discipline shall, as soon as possible but no later than ninety (90) days after receipt of the answer, inform the Contract Advisor in writing (by confirmed facsimile or overnight delivery) of the nature of the discipline, if any, the Committee on Agent Regulation and Discipline proposes to impose, which discipline may include one or more of the following:

- (1) Issuance by the Committee of an informal order of reprimand to be retained in the Contract Advisor's file at the AFLPU's offices;
- (2) Issuance by the Committee of a formal letter of reprimand which may be made public in AFLPU publications and other media;
- (3) Suspension of a Contract Advisor's Certification for a specified period of time during which Contract Advisor shall be prohibited from representing any AFL player in individual contract negotiations with an AFL club or assisting in or advising with respect to such negotiations. During such suspension Contract Advisor shall also be prohibited from engaging either directly or indirectly in any "recruiting activities." The term "recruiting activities" shall be deemed to include

recruiting of any AFL players or prospective AFL players on behalf of himself/herself or any representation firm with which the suspended Contract Advisor is associated, and/or recruiting on behalf of any other Contract Advisor or representation firm. During such suspension Contract Advisor may, at the discretion of the Committee on Agent Regulation and Discipline, be prohibited from collecting any fees that he/she would otherwise have been entitled to receive pursuant to any Standard Representation Agreement;

(4) Revocation of the Contract Advisor's Certification hereunder;

(5) Prohibit a Contract Advisor from soliciting or representing any new player-clients for a specified period of time. However, Contract Advisor shall retain the right to represent any player-clients signed to a Standard Representation Agreement with Contract Advisor at the time of the suspension; and/or

(6) Imposition of a fine payable within thirty (30) days of the imposition of such fine, with such fine payable to the AFLPU Player Fund.

#### **E. Appeal**

The Contract Advisor against whom a Complaint has been filed under this Section may appeal the Committee on Agent Regulation and Discipline's proposed disciplinary action to the outside Arbitrator by filing a written Notice of Appeal with the Arbitrator within twenty (20) days following Contract Advisor's receipt of notification of the proposed disciplinary action. A timely filing of a Notice of Appeal shall result in an automatic stay of any disciplinary action, except in cases of: (1) immediate suspension or revocation of a Certification pursuant to Section 6(B); (2) a failure to pass a Contract Advisor examination pursuant to Section 3(A) (15); or, (3) a denial of an Application for Certification pursuant to Section 2(D).

Within ten (10) days of receipt of the Notice of Appeal, the arbitrator shall set a date, time and a place for a hearing on the appeal. Such date shall be within forty-five (45) days of receipt of the Notice of Appeal. The failure of the Contract Advisor to file a timely appeal shall be deemed to constitute an acceptance of the discipline which shall then be promptly imposed.

#### **F. Arbitrator**

The Arbitrator shall be the same Arbitrator selected to serve pursuant to Section 5, unless such Arbitrator has previously heard and decided a grievance under Section 5 involving the same Contract Advisor and the same factual circumstances which are the subject of the disciplinary action herein. In such cases, the AFLPU shall select another skilled and experienced person to serve as the outside impartial Arbitrator.

#### **G. Conduct of Hearing**

At the hearing of any Appeal pursuant to this Section 6, the Committee on Agent Regulation and Discipline shall have the burden of proving, by a preponderance of the evidence, the allegations of its Complaint. The Committee and the Contract Advisor shall be afforded a full opportunity to present, through testimony or otherwise, their evidence pertaining to the action or conduct of the Contract

Advisor alleged to be in violation of the Regulations. The hearing shall be conducted in accordance with the Voluntary Labor Arbitration Rules of the American Arbitration Association. Each of the parties may appear with counsel or a representative of its choosing. All hearings pursuant to this Section shall be transcribed. There shall be no pre-hearing or post-hearing briefs required in Appeal hearings unless requested by the Arbitrator on a specific legal issue.

At the close of the hearing in expedited appeals or within thirty (30) days thereafter in non-expedited cases, the Arbitrator shall issue a decision on the Appeal, which decision shall affirm, vacate or modify the proposed action of the Committee on Agent Regulation and Discipline. The Arbitrator shall decide two issues: (1) whether the Contract Advisor has engaged in or is engaging in prohibited conduct as alleged by the Committee; and (2) if so, whether the discipline proposed by the Committee should be affirmed or modified. Such decision shall be made in the form of an appropriate written order reflecting the Arbitrator's opinion and shall be final and binding upon all parties.

#### **H. Time Limits, Costs**

Each of the time limits set forth in this Section may be extended by mutual written agreement of the parties involved. The fees and expenses of the Arbitrator will be paid by the AFLPU, except that the Contract Advisor shall pay any Arbitrator fees or expenses relating to a hearing that is postponed by the Contract Advisor. Each party will bear the costs of its own witnesses and counsel, and other expenses related to its participation in the proceedings.

### **SECTION 7: EFFECTIVE DATE; AMENDMENTS**

These Regulations became effective on October 10, 2012 and include all amendments adopted by the AFLPU Board of Player Representatives. These Regulations may be amended from time to time by the Executive Committee and/or the Board of Player Representatives of the AFLPU.



**APPLICATION FOR CERTIFICATION AS AN AFLPU CONTRACT ADVISOR**

I, \_\_\_\_\_  
(Full Name) (Social Security number)

\_\_\_\_\_  
(Business name)

\_\_\_\_\_  
(Business address and affiliation, if any) (Zip Code)

\_\_\_\_\_  
(Telephone) (Fax) (E-Mail Address)

hereby apply for certification as an AFLPU Contract Advisor pursuant to the AFLPU Regulations Governing Contract Advisors as adopted, effective October 10, 2012, and amended periodically thereafter.

In advance of completing and signing this Application, I have read the AFLPU Regulations Governing Contract Advisors, which were provided to me along with this Application.

In submitting this Application, I agree to comply with and be bound by these Regulations (including but not limited to the maximum fee schedule), which are incorporated herein by reference and any subsequent amendments thereto.

I understand that I am required to fully and properly complete this Application and that my failure to do so prior to the Application filing deadline will result in an automatic denial of my Application.

I understand that making any false or misleading statement of a material nature in answering any question on this Application can result in denial or revocation of Certification. Further, I understand and agree that during the period of time between my filing of this Application for Certification and my Certification by the AFLPU, I am prohibited from directly or indirectly soliciting any players for representation as a Contract Advisor.

I understand that all the information contained in this Application is for the use of the AFL- PA and its members, both present and future, in efforts to achieve quality representation for AFL players. I agree that all of the information contained herein can be maintained and used by the AFLPU in performing its functions and can be provided by the AFLPU to individual AFL players or prospective players.

I understand and agree that a precondition to being granted Certification is that I swear and affirm that every agreement which I enter into with a player for the performance of a Contract Ad- visor's services on or after October 10, 2012 shall conform to the Standard Representation Agreement required by the Regulations.

I agree that if granted Certification I will save and hold harmless the AFLPU, its officers, employees, and representatives from any liability whatsoever resulting from my acts of commission or omission in providing services to any player in connection with his individual contract negotiations with an AFL Club or in connection with any subsequent enforcement of such individual contract or any other contracts involving any player I represent.

I agree that if I am denied Certification or if subsequent to obtaining Certification it is revoked or suspended pursuant to the Regulations, the exclusive method for challenging any such action is through the arbitration procedure set forth in the Regulations.

In consideration for the opportunity to obtain Certification and in consideration of the AFLPU's time and expense incurred in the processing of my application for such Certification, I further agree that this Application and the Certification, if one is issued to me, along with the AFLPU Regulations Governing Contract Advisors shall constitute a contract between the AFLPU and me.

**ALL QUESTIONS MUST BE ANSWERED COMPLETELY AND MUST BE TYPED.**

If space provided is not sufficient, attach additional information on a separate sheet and clearly identify the item number the additional sheet(s) represent.

**1. General**

a. Have you ever been known by any other name or surname?

YES  NO If yes, state all names used and when used, including a maiden name or any other married names:

\_\_\_\_\_  
\_\_\_\_\_

b. Date of birth: \_\_\_\_ / \_\_\_\_ / \_\_\_\_ Birthplace: \_\_\_\_\_

c. Name of spouse: \_\_\_\_\_

d. Spouse's employer and address: \_\_\_\_\_

\_\_\_\_\_

e. Does your spouse or any other relative have any business relationship with the Arena Football League or its Clubs?

YES  NO If yes, specify in detail:

\_\_\_\_\_  
\_\_\_\_\_

**2. Education**

a. Law or other graduate school attended:

\_\_\_\_\_

(Full name)

Dates of Attendance: From \_\_\_\_\_ to \_\_\_\_\_  
(Month & year) (Month & year)

Degree: \_\_\_\_\_ Date awarded: \_\_\_\_\_

b. Colleges or Universities attended:

\_\_\_\_\_  
(School) (City & state) (Dates attended) (Degree) (Date awarded)

\_\_\_\_\_  
(School) (City & state) (Dates attended) (Degree) (Date awarded)

\_\_\_\_\_  
(School) (City & state) (Dates attended) (Degree) (Date awarded)

c. High School attended:

\_\_\_\_\_  
(School) (City & state) (Year graduated)

d. If you have not received a degree from an accredited four year college/university, list below your current NFLPA or CFLPA Certification and provide supporting documentation or the relevant negotiating experience and/or evidence of completion of an AFLPU Partner Program you wish the AFLPU to consider in lieu of a college and post-graduate degree (See Regulations, Section 2 (A)).

\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

**3. Current Occupation/Employment**

a. I am currently: (check one)

[ ] EMPLOYED BY:

\_\_\_\_\_  
(Name of employer) (Address) (Telephone)

\_\_\_\_\_  
(Dates of employment)

\_\_\_\_\_  
(Nature of employment)

[ ] DOING BUSINESS AS:

\_\_\_\_\_  
(Name of employer) (Address) (Telephone)

\_\_\_\_\_  
(Dates of employment)

\_\_\_\_\_  
(Nature of employment)

b. Please list below the names of employers, addresses, telephone numbers, positions held, and dates of all your employment for the past ten (10) years (use additional pages if necessary).

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**4. Lawyers and Law Graduates**

a. Have you been admitted to the Bar in any jurisdiction?

YES  NO If yes, please list jurisdiction and dates of admissions:

<hr/>	<hr/>
(Jurisdiction)	(Date of admission)
<hr/>	<hr/>
(Jurisdiction)	(Date of admission)
<hr/>	<hr/>
(Jurisdiction)	(Date of admission)

b. Do you have any Application for Bar admission currently pending?

YES  NO If yes, please state where you have applied and the status of that Application:

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c. Have you ever been disbarred, suspended, reprimanded, censured, or otherwise disciplined or disqualified as an attorney, as a member of any other profession, or as a holder of any public office?

YES  NO If yes, please describe each such action, the dates of occurrence, and the name and address of the authority imposing the action in question:

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d. Are any charges or complaints currently pending against you regarding your conduct as an attorney, as a member of any profession, or as a holder of public office?

YES  NO If yes, please indicate the nature of the charge or complaint and the name and address of the authority considering it:

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e. Has your right to practice before any governmental office, bureau, agency, commission, etc., ever been restricted, suspended, withdrawn, denied, or terminated?

YES  NO If yes, please explain fully:

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**5. All Applicants**

(Lawyers and law graduates need not repeat answers given in Section 4 pertaining to your status as a lawyer or law graduate when providing answers in this Section. For example, if a lawyer is also a CPA, answer these questions only as they relate to your status as a CPA.)

a. Are you a member of any business or professional organization which directly relates to your occupation or profession?

YES  NO If yes, please list:

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b. Please list any occupational or professional licenses or other similar credentials (i.e., Certified Public Accountant, Chartered Life Underwriter, Registered Investment Advisor, etc.) you have obtained other than college or graduate school degrees, including dates obtained:

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c. Are you registered or have you applied to be registered pursuant to any state statutes regulating athlete agents?

YES  NO If yes, list states and status of registration:

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d. Have you ever been denied an occupational or professional license, franchise or other similar credentials for which you applied?

YES  NO If yes, please explain fully:

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e. Do you currently have pending any application for an occupational or professional license, franchise or other similar credentials?

YES  NO If yes, please describe and indicate status of each such application:

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f. Have you ever been suspended, reprimanded, censured, or otherwise disciplined or disqualified as a member of any profession, or as a holder of any public office?

YES  NO If yes, please describe each such action, the date(s) of occurrence, and the name and address of the authority imposing the action in question:

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g. Are any charges or complaints currently pending against you regarding your conduct as a member of any profession, or as a holder of public office?

YES  NO If yes, please indicate the nature of the charge or complaint and the name and address of the authority considering it:

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h. Has your right to engage in any profession or occupation ever been restricted, suspended, withdrawn, or terminated?

YES  NO If yes, please explain fully:

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**6. All Applicants:**

a. Have you ever been charged with, indicted for, convicted of, or pled guilty or pled no contest to a criminal charge, other than minor traffic violations (\$100 fine or less)?

YES  NO If yes, please indicate nature of offense, date of conviction, criminal authority involved, and punishment assessed:

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b. Have you ever been a defendant in any civil proceedings in which allegations of fraud, misrepresentation, embezzlement, misappropriation of funds, conversion, breach of fiduciary duty, forgery, professional negligence, or legal malpractice were made against you?

YES  NO If yes, please describe fully and indicate results of the civil proceeding(s) in question:

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c. Have you ever had legal proceedings brought against you by any player, players association, professional sports club or league (AFL or otherwise) for any reason?

YES  NO If yes, please describe fully and indicate the results of the civil action in question:

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d. Have you ever been adjudicated insane or legally incompetent by any court?

YES  NO If yes, please provide details:

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e. Were you ever suspended or expelled from any college, university, graduate school, or law school?

YES  NO If yes, please explain fully:

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f. Has any surety or any bond on which you were covered been required to pay any money on your behalf?

YES  NO If yes, please describe circumstances:

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g. Are there any unsatisfied judgments of continuing effect against you (other than alimony or child support)?

YES  NO If yes, provide full details:

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h. Have you ever been declared bankrupt or been an owner or part owner of a business which has declared bankruptcy?

YES  NO If yes, provide full details:

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**7. References**

a. Please list below the names, addresses, and daytime telephone numbers of at least three (3) persons, not related to you, who have known you for at least the last five (5) years and who can attest to your character. (Names of officers, Player Representatives, or staff members of the AFLPU may not be used):

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b. Please list below the names, current addresses, and current telephone numbers of at least two entities which can attest to your financial credit. (i.e., credit card companies, lending institutions, etc.):

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**8. Professional Sports Experience**

a. Please list below (or attach a list which includes) the names of every AFL player, including rookies, you are now representing or have represented in the past in individual contract negotiations with AFL Clubs, including the dates of such representation and the AFL Club(s) involved:

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b. Apart from professional football, list any other professional sports in which you currently represent or have previously represented any professional athletes, state whether you have been approved or certified as agent in such sport (and the date of approval) and for each such sport specify the number of athletes you currently represent:

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c. (Optional - applicant may refrain from answering if he/she desires.)

Please list below the names of any other professional athletes, entertainers, or celebrities you are now representing or have represented in the past, indicating the type of representation, the dates of representation, and the employers involved:

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**9. AFL Management Personnel**

List the names of any coaches, general managers or other management officials of any AFL Club you presently represent or have represented in the past regarding employment with their respective Clubs:

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**10. Related Businesses and Personnel**

a. List the name, address and phone number for each firm or organization with which you are currently affiliated where the business of representing professional athletes is customarily conducted:

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b. For each such firm or organization, state whether it is a sole proprietorship, corporation, partnership, or other entity (specify):

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c. If a partnership, list the name of each partner; if a corporation, list the name of each officer and member of the board of directors. Designate those partners, officers or members of the board of directors who customarily perform work for professional athletes:

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d. List each person, not named in 10.c. above who: (a) has a significant ownership interest in your firm or organization; (b) has wholly or partially financed your firm or organization (other than financing or credit extended in the ordinary course of business by lending institutions); or (c) directly or indirectly exercises or has the power to exercise a controlling influence over the management of your firm or organization:

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e. Describe the ownership interest, the amount of financing, and/or basis of controlling influence for each person listed in 10.d. above:

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f. Describe fully the nature of the business of each of your firm(s) or organization(s) listed in 10.a. above:

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g. With respect to your present business, list each person employed by that business who is engaged in the representation of professional athlete(s) and write a description of his/her area(s) of specialty:

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h. List all persons employed by you or any of your businesses, either directly or indirectly, who solicit, recruit or recommend players on your behalf. For each person listed include current addresses, phone numbers, and a brief description of your business relationship with them, including any fee arrangements:

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**11. Business Services**

a. What services do you or your firm provide to Players?

(Please check each service provided.)

Contract Negotiation  Estate Planning

Tax Planning  Financial Planning

Investment Counseling  Appearances/Endorsements

Other Services (Explain) \_\_\_\_\_

b. Do you manage, invest or in any other manner handle funds for AFL players?

YES  NO If yes, are you bonded?

YES  NO If yes, please provide details as to the amount of the bond, the name and address of the surety or bonding company, etc.:

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If yes, are you currently registered under the Investment Advisor's Act? If no, explain why:

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c. If you do not provide services in one or more of the areas listed in 11.a. above, do you assist the player in securing such services?

YES  NO If so, describe what you do in this regard (include name and address of each individual/firm to which you customarily refer players for each such service and state whether or not you receive a fee from those individuals for the referral, and the basis of any fee.):

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d. With respect to the areas in which you do not provide services, do you: (a) have an ownership interest in; (b) wholly or partially finance; or (c) directly or indirectly exercise a controlling influence over any firm or organization that does provide such services?

YES  NO If so, list the name and address of each firm or organization, the services it provides, and a detailed explanation of your relationship to and/or involvement with such firm or organization (including financial relationships):

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e. Do you have any agreement, understanding or relationship of any kind with any individual, firm or organization pursuant to which such individual, firm or organization solicits or recommends players to use your services?

YES  NO If so, explain fully, including the name and address of each such person, firm or organization, and whether or not you provide any compensation or other consideration to such individual, firm or organization:

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f. If you provide services in addition to contract negotiation services, please indicate your customary fees for financial planning, investment counseling, estate planning, tax planning, legal advice, and/or appearances/endorsements. (Specify whether fees are based on a percentage of the player's salary negotiated, on his

total income, on an hourly fee, or on some other arrangement.) Specify your customary fees in each such area, and indicate the relationship, if any, of such fees to the fees you charge for player contract negotiations and related services:

\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

g. Do you bill the player for your expenses in connection with the services referred to in number 11.f. above?

YES  NO If so, on what basis do you bill (e.g. itemize out-of-pocket, daily rate or other basis):

\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

h. Do you allocate any expenses among various player clients?

YES  NO If so, describe method of allocation:

\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

**ACKNOWLEDGEMENT**

I, \_\_\_\_\_, being first duly sworn, say that I have read the foregoing questions and have personally answered the same fully and honestly and the answers to said questions are true to my knowledge. Further, I agree to be bound by these Regulations in their entirety. I am including the Non-Refundable application fee of \_\_\_\_\_ and the Annual Fee for certification of \_\_\_\_\_ according to Section 2 (H) (1) and (H) (2) with this application.

\_\_\_\_\_  
**Applicant Signature**

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

CITY OF: \_\_\_\_\_

STATE OF: \_\_\_\_\_

I, \_\_\_\_\_, being first duly sworn, say that I have read the foregoing questions and have personally answered the same fully and honestly and the answers to said questions are true to my knowledge. Further, I agree to be bound by these Regulations in their entirety.

Subscribed and sworn to before me this \_\_\_\_\_ day of \_\_\_\_\_, 20\_\_\_\_.

\_\_\_\_\_  
Notary Public



**AUTHORITY AND CONSENT TO PROCURE AND RELEASE INFORMATION  
INCLUDING PERSONAL CONSUMER CREDIT REPORTS**

**(1) SCREENING QUESTIONNAIRE FOR IDENTIFICATION PURPOSES:**

**Name:** \_\_\_\_\_  
(Last) (First) (Middle)

**Home Address:** \_\_\_\_\_  
(Street) (City) (State) (Zip Code)

**Social Security #:** \_\_\_\_\_ **Date of Birth:** \_\_\_\_\_

**Driver's License #:** \_\_\_\_\_ **State:** \_\_\_\_\_

**(2) AUTHORIZATION AND GENERAL RELEASE:**

I understand the AFL PLAYERS UNION is assessing my qualifications to be an AFLPU Certified Contract Advisor. I understand that being a Contract Advisor is a position of trust and as such I hereby authorize the AFL PLAYERS UNION and all of its agents to request and receive any information and records concerning me, including, but not limited to, consumer credit, criminal record history, driving, employment, military, civil, regulatory, educational data, and reports, from any individuals, corporations, partnerships, associations, institutions, schools, governmental agencies and departments, courts, law enforcement and licensing agencies, consumer reporting agencies, and other entities, including my present and previous employers ("Third Party Institutions"). I understand that this potential relationship is a business relationship and is neither a potential relationship involving employment nor a transaction for personal, family or household purposes. I further release and discharge the AFL PLAYERS UNION, all of its agents and all of its subsidiaries and affiliates, the Third Party Institutions and every employee or agent of any of them, and all individuals and personal, business, private, or public entities of any kind, from any and all claims and liability arising out of any request(s) for, or receipt of, information or records pursuant to this authorization, or arising out of any compliance, or attempted compliance, with such request(s). I also authorize the AFL PLAYERS UNION to procure investigative reports and understand that they may involve personal interviews with sources such as friends, neighbors, and associates. I also hereby authorize and consent to the procurement by the AFL PLAYERS UNION or its agents of a personal consumer credit report on me for the purpose of the AFL PLAYERS UNION making this business decision about me. I understand that I have the right to make a written request within a reasonable period of time for disclosure of the personal consumer credit report, such personal consumer credit report being governed by the Fair Credit Reporting Act. I acknowledge that I have voluntarily provided the above information for qualification as an AFLPU Certified Contract Advisor, and I have carefully read and I understand this authorization. Further, I understand that the AFL PLAYERS Union or its agents have the right to periodically request and receive any information and records concerning me during the time period I remain an AFLPU Certified Contract Advisor and that any information obtained during the initial investigation or any follow-up investigation may be provided to players and their family members who are advising them in selecting a Contract Advisor. The following is my true and complete legal name, and all the above information is true and correct to the best of my knowledge.

**SIGNED:** \_\_\_\_\_ **DATE:** \_\_\_\_\_



**ARENA FOOTBALL LEAGUE PLAYERS UNION CONTRACT ADVISOR  
CERTIFICATION**

**THE ARENA FOOTBALL LEAGUE PLAYERS UNION,**  
*relying upon an Application for Certification previously filed, hereby grants  
Certification to*

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*to act as an AFLPU Contract Advisor pursuant to the  
AFLPU Regulations Governing Contract Advisors  
adopted October 10, 2012*

*and amended from time to time thereafter.*

*This Certification is effective beginning as of the date hereof,  
and shall continue in full force in effect until and  
unless suspended, revoked, or terminated in accordance with  
the foregoing Regulations.*

Dated at Mooresville, NC, this \_\_\_\_\_ day of \_\_\_\_\_, 20\_\_\_\_.

**ARENA FOOTBALL LEAGUE PLAYERS UNION**

By \_\_\_\_\_

Title: \_\_\_\_\_

By issuing this Certification the ARENA FOOTBALL LEAGUE PLAYERS UNION does not endorse or recommend the employment of the holder of this Certification and expressly prohibits any Contract Advisor from representing or holding out that this Certification is evidence of the holder's skill, honesty, competence or qualifications to represent players in contract negotiations or otherwise. The AFLPU disclaims any liability for the acts or omissions of any Contract Advisor certified by it.

## Appendix D

NOTE: Request official copies of AFLPU Standard Representation Agreement from AFLPU.



### STANDARD REPRESENTATION AGREEMENT

This AGREEMENT made this \_\_\_\_\_ day of \_\_\_\_\_, 20 \_\_, by and between \_\_\_\_\_  
\_\_\_\_\_(hereinafter “Player”)  
\_\_\_\_\_ and (hereinafter  
“Contract Advisor”) WITNESSETH:

In consideration of the mutual promises hereinafter made by each to the other, Player and Contract Advisor agree as follows:

#### 1. General Principles

This Agreement is entered into pursuant to and in accordance with the Arena Football League Players Union (hereinafter “AFLPU”) Regulations Governing Contract Advisors (hereinafter the “Regulations”) effective October 10, 2012, and as amended thereafter from time to time.

#### 2. Representations

Contract Advisor represents that in advance of executing this Agreement, he/she has been duly certified as a Contract Advisor by the AFLPU. Player acknowledges that the AFLPU Certification of the Contract Advisor is neither a recommendation of the Contract Advisor, nor a warranty by AFLPU of the Contract Advisor’s competence, honesty, skills or qualifications.

Contract Advisor hereby discloses that he/she (check one):  represents or has represented;  does not represent and has not represented AFL management personnel, any AFL coaches, other professional football league coaches, or college football coaches in matters pertaining to their employment by or association with any AFL club, other professional football league club or college. If Contract Advisor responds in the affirmative, Contract Advisor must attach a properly completed and signed SRA Coaches and AFL Personnel Disclosure Form (Appendix G of the Regulations).

#### 3. Contract Services

Player hereby retains Contract Advisor to represent, advise, counsel, and assist Player in the negotiation, execution, and enforcement of his playing contract(s) in the Arena Football League. In performing these services, Contract Advisor acknowledges that he/she is acting in a fiduciary capacity on behalf of Player and agrees to act in such manner as to protect the best interests of Player and assure effective representation of Player in individual contract negotiations with AFL Clubs. Contract Advisor shall be the exclusive representative for the purpose of negotiating player contracts for Player. However, Contract Advisor shall not have the authority to bind or commit Player to enter into any contract without actual execution thereof by Player. Once Player agrees to and executes his player contract, Contract Advisor agrees to also sign the player contract and send a copy (by facsimile or overnight mail) to the AFLPU and the AFL Club within 48 hours of execution by Player.

Player and Contract Advisor (check one):  have  have not entered into agreements or contracts relating to



**6. Expenses**

A. Player may reimburse Contract Advisor for all reasonable and necessary communication expenses (i.e., telephone and postage) actually incurred by Contract Advisor in connection with the negotiation of Player’s AFL contract. Player also shall reimburse Contract Advisor for all reasonable and necessary travel expenses actually incurred by Contract Advisor during the term hereof in the negotiation of Player’s AFL contract, but only if such expenses and approximate amounts thereof are approved in advance by Player. Player shall promptly pay all such expenses upon receipt of an itemized, written statement from Contract Advisor.

B. After each AFL season and prior to the first day of February following each season for which Contract Advisor has received fees and expenses, Contract Advisor must send to Player (with a copy to the AFLPU) an itemized statement covering the period beginning February 1 of the prior year through J a n u a r y 3 1 s t of that year. Such statement shall set forth the fees charged to Player for, and any expenses incurred in connection with, the performance of the following services: (a) individual player salary negotiations, (b) management of player’s assets, (c) financial, investment, legal, tax and/or other advice, and (d) any other miscellaneous services.

**7. Disclaimer of Liability**

Player and Contract Advisor agree that they are not subject to the control or direction of any other person with respect to the timing, place, manner or fashion in which individual negotiations are to be conducted pursuant to this Agreement (except to the extent that Contract Advisor shall comply with AFLPU Regulations) and that they will save and hold harmless the AFLPU, its officers, employees and representatives from any liability whatsoever with respect to their conduct or activities relating to or in connection with this Agreement or such individual negotiations.

**8. Disputes**

Any and all disputes between Player and Contract Advisor involving the meaning, interpretation, application, or enforcement of this Agreement or the obligations of the parties under this Agreement shall be resolved exclusively through the arbitration procedures set forth in Section 5 of the AFLPU Regulations Governing Contract Advisors.

**9. Notices**

All notices hereunder shall be effective if sent by confirmed facsimile or overnight delivery to the appropriate address contained in this Agreement.

If to the Contract Advisor: \_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

If to the Player: \_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

**10. Entire Agreement**

This Agreement, along with the AFLPU Regulations, sets forth the entire agreement between the parties hereto and cannot be amended, modified or changed orally. Any written amendments or changes shall be effective only to the extent that they are consistent with the Standard Representation Agreement as approved by the AFLPU.

**11. Filing**

This contract is signed in quadruplicate. Contract Advisor agrees to deliver two (2) copies to the AFLPU within five (5) days of its execution; one (1) copy to the Player; and retain one (1) copy for his/her files.

Contract Advisor further agrees to submit any other executed agreements between Player and Contract Advisor to AFLPU.

## **12. Term**

The term of this Agreement shall begin on the date hereof and shall remain in effect until such time that it is terminated by either party in which case termination of this Agreement shall be effective five (5) days after written notice of termination is given to the other party. Notice shall be effective for purposes of this paragraph if sent by confirmed facsimile or overnight delivery to the appropriate address contained in this Agreement. Notwithstanding the above, if this Standard Representation Agreement is being signed by a prospective rookie player (a "rookie" shall be defined as a person who has never signed an AFL Player Contract) prior to the date which is thirty (30) days before any AFL Draft, then this Agreement shall not be terminable by Player until at least 30 days after it has been signed by Player.

If termination pursuant to the above provision occurs prior to the completion of negotiations for an AFL player contract(s) acceptable to Player and signed by Player, Contract Advisor shall be entitled to compensation for the reasonable value of the services performed in the attempted negotiation of such contract(s) provided such services and time spent thereon are adequately documented by Contract Advisor. If termination pursuant to the above provision occurs after Player has signed an AFL player contract negotiated by Contract Advisor, Contract Advisor shall be entitled to the fee prescribed in Paragraph 4 above for negotiation of such contract(s).

In the event that Player is able to renegotiate any contract(s) previously negotiated by Contract Advisor prior to expiration thereof, and such renegotiated contract(s) for a given year equals or exceeds the compensation in the original contract, the Contract Advisor who negotiated the original contract shall still be entitled to the fee he/she would have been paid pursuant to Paragraph 4 above as if such original contract(s) had not been renegotiated. If Contract Advisor represents Player in the renegotiation of the original contract(s), and such renegotiated contract(s) for a given year equals or exceeds the compensation in the original contract, the fee for such renegotiation shall be based solely upon the amount by which the new compensation in the renegotiated contract(s) exceeds the compensation in the original contract(s), whether or not Contract Advisor negotiated the original contract(s).

In the event that the Player renegotiates any contract(s) and the renegotiated compensation for a given year is less than the compensation in the original contract, the fee to the Contract Advisor who negotiated the original contract shall be his/her fee percentage applied to the new compensation, but only after the new compensation is reduced by the percentage which the compensation was reduced from the original contract. The fee to the Contract Advisor who negotiated the new contract shall be his/her fee percentage applied to the new compensation, but only after the new compensation is reduced by the compensation applicable to the original Contract Advisor's fee as calculated pursuant to the immediately preceding sentence. If the Contract Advisor's Certification is suspended or revoked by the AFLPU or the Contract Advisor is otherwise prohibited by the AFLPU from performing the services he/she has agreed to perform herein, this Agreement shall automatically terminate effective as of the date of such suspension or termination.

## **13. Governing Law**

This Agreement shall be construed, interpreted and enforced according to the laws of the State of \_\_\_\_\_.

Contract Advisor and Player recognize that certain state statutes regulating sports agents require specified language in the player/agent contract. The parties therefore agree to the following additional language as required by state statute:

**EXAMINE THIS CONTRACT CAREFULLY BEFORE SIGNING IT**

IN WITNESS WHEREOF, the parties hereto have hereunder signed their names as hereinafter set forth.

_____	_____
(Contact Advisor Signature)	(PLAYER Signature)
_____	_____
(Street Address)	(Street Address)
_____	_____
(City, State, Zip Code)	(City, State, Zip Code)
_____	_____
(Phone Number)	(Phone Number)
_____	_____
(Printed Name Contract - Advisor)	(Printed Name - Player)



**AFLP UREGULATIONS GOVERNING CONTRACT ADVISORSRA DISCLOSURE FORM FOR RECRUITING ASSISTANCE PAYMENTS**

I, \_\_\_\_\_(Contract Advisor), hereby disclose to \_\_\_\_\_(Player) that I, or my agency, have paid or promised to pay, directly or indirectly, money or any other thing of value as indicated below to the other Contract Advisor(s) listed below in return for recruiting or helping to recruit Player to sign a Standard Representation Agreement (SRA):

Recruiting Contract Advisor(s):

1. _____ (Print FullName)	2. _____ (Print FullName)
_____ (Street Address)	_____ (Street Address)
_____ (City, State, Zip Code)	_____ (City, State, Zip Code)
_____ (Telephone)	_____ (Telephone)
_____ (Money or Other Thing of Value)	_____ (Money or Other Thing of Value)

[Provide information for any additional Contract Advisor(s) on additional forms.]

I hereby certify that the above information is true and complete. I further acknowledge my obligation pursuant to my Application for Certification, Section 10(h), to keep a current list on file with the AFLPU of all other Contract Advisor(s) who solicit, recruit or recommend players on my behalf, including contact information and any fee arrangement.

_____ (Signature of Contract Advisor)	_____ (Date Disclosure form given to Player)
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**ACKNOWLEDGEMENT AND APPROVAL OF PLAYER**

I, \_\_\_\_\_(Player), hereby acknowledge receiving this SRA Disclosure Form on the date set forth above, and have had adequate time to consider this information prior to signing the SRA. Thus, I am aware of the money or other thing of value paid or to be paid to recruiting Contract Advisor(s) as described above and approve of same.

_____ (Signature of Player)	_____ (Date)
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*[Note: Contract Advisor must attach this completed and signed SRA Disclosure Form to the SRA and submit it to the AFLPU, Agent Administration Department. If this SRA Disclosure Form is completed after submission of the SRA to the AFLPU, then the Contract Advisor must submit this SRA Disclosure Form to the AFLPU promptly after it is signed.]*



**AFLPU REGULATIONS GOVERNING CONTRACT ADVISORS**

**SECTION 5 GRIEVANCE NOTIFICATION FORM**

I, \_\_\_\_\_(Grievant), hereby file the attached Section 5 grievance against you, \_\_\_\_\_(Respondent), pursuant to Section 5 of the AFLPU Regulations Governing Contract Advisors.

GRIEVANT:

RESPONDENT

\_\_\_\_\_  
(Print Full Name)

\_\_\_\_\_  
(Print Full Name)

\_\_\_\_\_  
(Street Address)

\_\_\_\_\_  
(Street Address)

\_\_\_\_\_  
(City, State, Zip Code)

\_\_\_\_\_  
(City, State, Zip Code)

\_\_\_\_\_  
(Telephone)

\_\_\_\_\_  
(Telephone)

\_\_\_\_\_  
(Fax)

\_\_\_\_\_  
(Fax)

Type of Grievance (Check only one):

\_\_\_\_\_ Dispute between a Player and Contract Advisor(s)

\_\_\_\_\_ Dispute between two (2) Contract Advisors with respect to a violation of Section 3(B) (19)

\_\_\_\_\_ Dispute between two (2) or more Contract Advisors with respect to their individual entitlement to fees by a player who they jointly represent

\_\_\_\_\_ Dispute between the Arena Football League (AF1) and Contract Advisor(s) and/or Player

**Instruction for Respondent:**

The Respondent shall answer the grievance in writing and shall serve it upon the Grievant by prepaid certified mail or personal delivery within twenty (20) days of receipt of the grievance, with a copy to the AFLPU. The answer shall admit or deny the facts alleged in the grievance and shall also briefly set forth, where applicable, the reasons why the Respondent believes the grievance should be denied.

Send all correspondence to the AFLPU Legal Department.



**AFLPU REGULATIONS GOVERNING CONTRACT ADVISORS**

**SRA COACHES AND AFL PERSONNEL DISCLOSURE FORM**

I, \_\_\_\_\_ (Contract Advisor) currently represent or have represented the following AFL Management personnel, AFL Coaches, other professional football league coaches or college coaches in matters pertaining to their employment by or association with any AFL Club, other professional football league club or college:

<u>Name</u>	<u>Club/College</u>	<u>Position</u>	<u>Years</u>
1. _____			
2. _____			
3. _____			
4. _____			
5. _____			
6. _____			
7. _____			
8. _____			
9. _____			
10. _____			

I hereby certify that the above information is true and complete.

\_\_\_\_\_  
(Signature of Contract Advisor) (Date)

I, \_\_\_\_\_ (Player), hereby acknowledge receiving this SRA Coaches and AFL Personnel Disclosure Form and have had adequate time to consider this information prior to signing my Standard Representation Agreement.

\_\_\_\_\_  
(Signature of Player) (Date)