

Sports Logistics LLC

Have your best game ever!

2635 Yeager Road Suite D, West Lafayette, Indiana 47906 – 1355

Web Site www.sportslogistics.net

Phone (765) 497 – 0911

FAX (765) 497 – 9019

Message line (765) 427 – 2053

February 4, 2005

United States Soccer Federation Referee and/or Indiana High School Association Soccer Referee

_____, Indiana _____

Re: SOCCER REFEREEING

REFEREE:

Thank you for this business opportunity and allowing me to present Sports Logistics LLC. Sports Logistics would like to supply you, REFEREE, with assigning services for United States Soccer Federation and, where appropriate, Indiana High School Athletic Association games

The Purpose. The purpose of this agreement is to set forth basic principles, working relations, and the scope of work to be performed by Sports Logistics and the REFEREE. Attachment no. 1 is included.

Basic Principles. Basic principles include:

1. Matching referees to games for efficient, timely and appropriate completion including payments and reporting;
2. Making play enjoyable for players, fans, and officials;
3. Furthering adult and youth soccer in both recreational and competitive play;
4. Promoting sportsmanship;
5. Encouraging fair play;
6. Maintaining safety and discipline during game situations;
7. Supporting soccer club, league and associations objectives, bylaws, rules and requirements;
8. Providing input for playing field requirements;
9. Improving officiating through education, training, re-certification, mentoring, and assessment; and
10. Maintaining accurate records.

Working Relationship and Scope of Work for Sports Logistics. Sports Logistics, making every practical effort, will

1. **SCHEDULING.** Supply a scheduling procedure that includes
Submitting available times and dates.
Reviewing assignments of games for the season,
Timely accepting or declining assignments of games for the season, and
Notification of last minute field status through a hotline phone number.
2. **DIRECTIONS.** Supply directions to the game sites.
3. **CONSOLIDATE SCHEDULING.** Using the proper and needed procedures schedule, arrange, re-arrange, and/or re-schedule to have at least two ISA affiliated games at consecutive times on any date. Supply this re-scheduling, if done for the first weekend of games, four days in advance and for all subsequent weekends of games ten days in advance.
4. **CONFIRMATIONS.** Confirm the likelihood of the games being played, schedule, colors of the team field players, and colors of the team goal keeper with every visiting opponent's representative seven days in advance of the first game of the season. Arrangements will be made to avoid conflicts in schedule and colors, and share any known roadway delays.
5. **LIMIT RESCHEDULES.** If due to unforeseen circumstances or other unscheduled changes, communicate via email, pager, or telephone (between the hours of 6 AM and 11:30 PM) any postponements, cancellations and/or rescheduled games as soon as possible. Due to unforeseen circumstances or other unscheduled changes, the number of games where postponements, cancellation and/or re-scheduled may NOT exceed one-tenth of the original schedule of games.
6. **EARLY NOTICE.** Due to unforeseen circumstances or other unscheduled changes, communicate via email, pager, FAX or telephone any postponements, cancellations and/or rescheduled games received before 5:00 PM on the Thursday two weeks before the weekend of the game will be considered adequate. There will be no charge by Sports Logistics or the REFEREE for the first rescheduling.
7. **LATE NOTICE.** Due to unforeseen circumstances or other unscheduled changes, communicate via email, pager, FAX or telephone any postponements, cancellations and/or rescheduled games received after 5:00 PM on the Thursday before the game will result in the scheduled referees being paid as if the game occurred. The payments for the REFEREE will be mailed to Sports Logistics for

immediate disposition. For any subsequent rescheduling of any postponements, cancellations and/or rescheduled game, the requesting team will also be responsible for payment of the officials.

8. **ON SITE.** Due to lightning storms at the game site at the time of the game or, one or both teams not showing up within the appointed time, the REFEREE having appeared at the game site and completed the required communication and, if the REFEREE was not immediately paid, Sports Logistics will contact the Club, and request the REFEREE be paid as if the game was played.
9. **ACT OF GOD.** Due to Club cancellation, postponement and/or reschedule of the game because of an Act of God before 7:30 AM (and after 3:00 PM Thursday the weekend prior to) the day of the game, Sports Logistics will attempt to timely communicate through the means supplied by the REFEREE and through the current hotline phone message the cancellation, postponement and/or reschedule. As a result of these rare events, the REFEREE will NOT be paid.
10. **TEAM INFORMATION.** Supply in electronic format via email the name of each home and visiting team, the coach, manager or any other two of the team representatives, phone numbers, email addresses, and last minute contact numbers. These people will normally be available for communications at the last minute and be able to communicate for the team and to the team at the last minute. These people will be different for each team.
11. **PAYMENT PRIOR TO GAME.** Encourage the payment of referees 15 minutes prior to the start of the game according to the Central Indiana Youth Soccer League fee schedule found at www.ciysl.com, as arranged by the school, or sanctioned organization.
12. **PAPERWORK.** Arrange for the home team to supply each officiating team 15 minutes prior to the start of the game, two adequate game quality balls; copy of the: official roster; list of players names, uniform number and player identification number; and as required; game record sheets completed with the game number, time and date, home team name, coach, and colors; and bound or otherwise organized coach, manager, and player identification cards or where cards are not available a sheet of paper with the coaches, managers, and players printed name and signature.
13. **CONTACTS.** Supply in electronic format via email for to the REFEREE the titles, names, phone numbers, email addresses, mailing address, and last minute contact numbers of each club, school or sanctioned organization the team officer for sole business purposes of Sports Logistics under this agreement

14. REFEREE SCHEDULE. Supply in electronic format via email shown above for club, school or sanctioned organization the titles, names, and email addresses of those requiring a schedule of the referees assigned for the games. .
15. SOLICIT ASSIGNMENTS. Contact and arrange for assigning games for local clubs, schools and other sanctioned organizations.
16. NINE-TENTHS. Assign three referees to nine-tenths of the games shown on the original schedule this season under the conditions in this agreement.
17. GOAL. Have a goal of assigning three referees to every game.
18. FIRST WEEK. Be nine-tenths complete four days prior to the first week of games.
19. 48 HOURS. For subsequent games assignments will be complete 48 hours in advance of the game.
20. LATE FEES. Be responsible for rescheduling games including collecting applicable late fees for officials and others payments
21. TWO DEEP. Have at least two people able to schedule officials available at all times. These people each will have at least two forms of contact.
22. REFEREES TO CLUBS. Supply via email attachment a list of games and the assigned officials after 5:00 PM Thursday before each weekend.
23. WEB SITE LIST. Publicly post what assignments officials accepted per location on the Sports Logistics web site.
24. WEB SITE POSTING. Post for the convenient and confidential viewing of the officials, their assignments, accepted games and other essential information on the Sports Logistics web site.
25. TRAINING. Arrange and provide for;
 - New and entry level officials training.
 - Local re-certification (continuing education) clinic
 - Local pre-season review of applicable league and local club rules
 - Mentoring (informal) and assessment (formal) of performance.

Working Relationship and Scope of Work for REFEREE. A REFEREE under this agreement will:

1. **LAW 5 & 6.** Comply with Law 5 and/or Law 6 of the United States Soccer Federation or, as applicable, National Federation of State High School Associations.
2. **RULES.** Comply with appropriately the Rules of Indiana Youth Soccer Association, Central Indiana Youth Soccer League and Greater Indianapolis Region of League of Soccer
3. **ASSIGNORS MEETING.** Attend assignor meeting for the area referees to attend just prior to the season to discuss local club rules
4. **RE-CERT.** Attend annual re-certification clinics
5. **FEEDBACK.** Encourage and communicate to the assignor reasoned evaluations of performance.
6. **EXPERIENCE.** Have sufficient experience for officiating the level of game
7. **SCHEDULING PROCEDURE.** Complete a scheduling procedure that includes Submitting available times and dates.
Reviewed assignments of games for the season,
Timely accept or decline assignments of games for the season, and
Notification of last minute field status through a hotline phone number.
8. **OTHER ASSIGNMENTS.** Without prior agreement of the assignor, not return accepted assignments for the purposes of taking another.
9. **OTHER OCCUPATIONS.** Without prior agreement of the assignor, not return accepted assignments for the purposes of other employment
10. **CONFLICT OF INTEREST.** Not accept games with apparent or possible conflict of interest. This is a joint responsibility and your co-operation is essential.
11. **SCHEDULE CONFLICTS.** Avoid scheduling conflicts and not schedule for officiating games without knowledge of other scheduled activities, such as the soccer team they are playing
12. **BE PREPARED.** Be equipped and dressed properly

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13. **ARRIVE EARLY.** Arrive on site not less than one-half hour prior to the scheduled start of game except when delayed due to league scheduling or delays in the previous game
14. **COMPLETE DOCUMENTS.** Timely complete game documents and reports
15. **NO SHOWS.** Due to lightning storms at the game site at the time of the game or, one or both teams not showing up within the appointed time, the REFEREE having appeared at the game site will completed the required communication and, if the REFEREE was not immediately paid, await payment as if the game was played.
16. **MORE ACTS OF GOD.** Due to Club cancellation, postponement and/or reschedule of the game because of an Act of God before 7:30 AM (and after 3:00 PM Thursday the weekend prior to) the day of the game, will timely communicate through the means supplied by the REFEREE and/or through the current hotline phone message the cancellation, postponement and/or reschedule. As a result of these rare events, the REFEREE acknowledges he will NOT be paid.
17. **AIDES.** Review as needed, at the web site www.sportslogistics.net the many aides for referees.

Questions. If I have left important information out of this agreement, or if you should wish to discuss these further, or have any questions, please call me at 497 – 0911, email me at dvmorrison@sportslogistics.net or page me 423 – 8992. Thank you.

Sincerely:

Sports Logistics LLC

Don Morrison, Licensed Assignor

For: the REFEREE

Dated

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Attachment no. 1

Disclosure. The information contained within this agreement and any attachments is intended for the exclusive use of the REFEREE. Without expressed written permission, the REFEREE will use the information in this agreement only to evaluate this agreement. The information contained in this agreement and its attachments is property of Sports Logistics an operating unit of Ecologistics Limited LLC. Distribution and/or copying this agreement without written permission from Sports Logistics is prohibited.

Non-Compete. The REFEREE agrees not to operate a business and for a period of one year from the termination of employment agrees not to in any way aid and assist any other person to operate a business, as defined above. This agreement applies to the State of Indiana.

Arbitration. The parties agree that they will attempt to resolve, in good faith, any disputes or claims between them arising from or in connection with the performance by the parties of the work contemplated by this contract. If unable to do so, such disputes or claims shall be resolved by binding arbitration, to be conducted in the State of Indiana according to the rules of the American Arbitration Association.

Any and all notices shall be delivered by Fax and mailed first class mail to

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Binding This contract shall be binding upon and insure to the benefit of the parties hereto, and their respective legal representatives, executors, administrators, heirs, legatees, successors and assigns. If any provision of this contract is held to be invalid or unenforceable, all other provisions shall nevertheless continue in full force and effect.

Jurisdiction. This contract shall be governed by and is to be construed and interpreted in accordance with the laws of the State of Indiana. Courts of competent authority located in Tippecanoe County, Indiana shall have sole and exclusive jurisdiction of any action arising out of or in connection with this contract, and such courts shall be the sole and exclusive venue for any such action.