

REGISTRATION SYSTEM OF ICE HOCKEY AGENTS

PARTIES AND PURPOSE

Finnish Hockey Players Association (hereinafter the Players Association), Finnish Ice Hockey Association (hereinafter the Ice Hockey Association), and SM-League, (Finnish National Hockey League; hereinafter the SM-League), together with the registered ice hockey agents agree, with this agreement, on the registration system of the agents pursuing agent activities in ice hockey.

The purpose of the registration system is to provide the players and teams with information on agents acting in ice hockey, to keep records of the agents, and to promote the professional skills of the agents recorded in the register. The Agent Activities Assessment Board (hereafter the Assessment Board) shall note and register the agents pursuing agent activities in ice hockey on the basis of applications, and provide the agents with information necessary for their activities, as well as control the agents' activities.

The agent registration system is open to all persons pursuing agent activities in ice hockey.

In this agreement, the term 'agent' is used to refer to a person who pursues agent activities in ice hockey on behalf of a player, commissioned by the player, representing or assisting him in negotiations concerning a player agreement.

STRUCTURE OF THE SYSTEM

1 APPLYING FOR REGISTRATION

1.1 Applicant Registration can be applied for by a natural person who pursues or aims to pursue agent activities in ice hockey in Finland.

The applicant shall not be a player or coach of the SM-league, Mestis, the A-Junior SM-League, the B- or C- Junior SM-Leagues, or respective leagues in other countries, nor can he be a coach of a regional or national team belonging under the Ice Hockey Association.

The applicant shall not be an owner or partial owner of the administration of the Players' Association, the SM-League, the Ice Hockey Association, an SM-League team, a Mestis team, or any junior association, nor shall he be employed by the said organizations. The applicant shall not otherwise act in tasks that might endanger his independence as an agent.

In the event that the agent activities are pursued in company form, a partner or associate in the company shall not be in a position that could endanger the applicant's independence. What has been stated about

partners or associates above shall also apply to persons employed by the applicant or assisting them or persons otherwise involved in the activities.

1.2 Application address

Written applications for registration, addressed to the Assessment Board, shall be sent to the office of the Players' Association. A model application form is available at the website of the Players' Association.

1.3 Application

The application for registration shall contain at least the following information

- the applicant's personal details
- the applicant's profession and education, as well as an account of his possible previous experience of agent activities.
- the corporate form, if the agent activities are to be pursued through a company
- an assurance that the applicant administers himself and his property
- an assurance that the applicant will acquire a liability insurance for the agent activities determined in section 3.4, immediately after his registration.
- the applicant's commitment to approve, for his part, the disciplinary procedure specified in section 4.
- an assurance that the applicant has not been sentenced to imprisonment for any crime, or to another punishment for a financial crime, or for any other crime that may be significant whilst assessing the applicant's capability to act as an agent.
- an assurance that the applicant is independent within the meaning of section 1.1.
- an account of the fulfilment of the qualification criteria within the meaning of section 2.1.

1.4 Attachments

The application for registration shall be supplemented with the following documents either as originals or as certified copies:

- an extract from the status inquiry register concerning the applicant
- an extract from the Register of Companies concerning the company, articles of the association, and an extract from the status inquiry register, if the agent activities are to be pursued in company form.
- a receipt or other specification of the payment of the processing fee specified in section 1.6.

1.5 Confidentiality

The application for registration and the data it contains are confidential. The Assessment Board shall not give away information of the application or its attachments to third parties, unless separately agreed with the applicant.

1.6. Processing fee

The processing of the registration application is subject to a processing fee determined by the Assessment Board. The applicant shall pay the fee

in advance and attach a receipt or other specification of the payment of the fee to his application.

2 REGISTRATION AND ITS REQUIREMENTS

2.1 Requirements for registration

Before the registration the Assessment Board shall verify that

- the applicant has sufficient knowledge of ice hockey as a form of sports
- the applicant has sufficient knowledge of the operating and competition regulations of the Ice Hockey Association, the SM-League, and the International Ice Hockey Federation, as well as of the juridical regulations related to the player agreements.
- the applicant possesses otherwise the sufficient skills and professional competence, as well as such personal characteristics that are suited for pursuing the agent activities.
- the application includes the assurances of the applicant's characteristics and duties as specified in section 1.3, as well as the other necessary documentation.
- the contents of the applicant's model of agent agreement correspond to the model approved by the Assessment Board.

2.2 Interview

Prior to making a decision on the registration application, the Assessment Board may invite the applicant to an interview conducted by the Assessment Board or two members assigned to this task by the Assessment Board.

2.3 Decision

The Assessment Board decides on the approval or refusal of the application. A refusal must be justified.

An applicant who has been refused may file an appeal to change the decision by submitting the matter to the Sports Legal Protection Board.

An applicant who has been refused may file a new registration application six (6) months after the application has been refused.

2.4 Agent Register

The agent register maintained by the Assessment Board is public.

An agent registered in the agent register may use the title "Registered Ice Hockey Agent".

3 DUTIES OF A REGISTERED AGENT

3.1 General duties

An agent shall perform his tasks in accordance with the effective laws, the provisions of this agreement, the Guidelines for Agent Activities approved by the Assessment Board, as well as the sanctions concerning disciplinary action determined by the Board. An agent shall pursue his activities in compliance with sportsmanlike behaviour and in an ethically

sound manner. The agent shall notify the Assessment Board of the names and contact details of anyone working for him or assisting him by 30 September every year. The agent shall make sure that their partner, associate, employee, or any person assisting them or otherwise involved in the activities, are independent as specified in section 1.1. In addition, the agent shall report, without delay, any changes concerning the people working for him. The reports shall be sent to the office of the Players' Association. The agent shall attend the training events specified in section 5.2 regularly once a year. The Assessment Board will grant the agent a special permission to be absent from training, subject to a force majeure as proved by the agent. The Assessment Board may make the agent subject to pay a fine if the agent fails to attend the training without notifying his absence or fails to participate in training for two consecutive years.

- 3.2 Player list An agent shall provide the Assessment Board annually with a list of the players he represents by 30 September. The agent shall also report any changes in his clientele without delay. The list and the changes shall be sent to the office of the Players Association.
- 3.3 Written agreement The agent shall make the agreements with his clients in writing, using the model approved by the Assessment Board and specified in section 2.1 as a basis. The terms of the approved agreement shall not, in any respect, be less favourable (reducing the players' rights of benefits) than the terms of the agreement approved by the afore-mentioned Assessment Board.
- 3.4. Liability Insurance The agent shall acquire liability insurance with an indemnity for economic damages of 200.000 euros at the minimum. The agent shall submit an account of his effective insurance to the Assessment Board after his registration as an agent without delay, and after that, annually by 30 September. The account shall be sent to the office of the Players Association.
- 3.5 Administration Fee The agent shall pay an annual administration fee for the maintenance of the registration system, determined by the Assessment Board.
- 3.6. Independence The agent shall reinsure that he can pursue the agent activities without endangering his independence. The agent shall not accept commissions from ice hockey teams or corporations, or from coaches or other officials working for ice hockey teams or corporations.
- 3.7 Termination The agent shall announce the termination of his agent activities to the Assessment Board without delay.

4 SUPERVISION AND DISCIPLINARY ACTION

- 4.1 Procedures The Assessment Board supervises the activities pursued by the registered agents.

The Board may start an investigation concerning a registered agent on its own initiative, or on the basis of a written announcement by a player, the Players Association, the Ice Hockey Association, SM-League, an ice hockey team or corporation, or another party.

The agent shall be heard before the decision to take disciplinary action. The hearing can take place either in writing or orally at a meeting of the Board.

The decision to take disciplinary action must be justified.

4.2 Admonition and fine

The assessment Board may admonish the agent in case he has acted against the duties specified in this agreement and in the Guidelines for Agent Activities.

The Assessment Board may order the agent to pay a fine in case the admonition as such cannot be considered a sufficient sanction for the agent's actions. The fine shall not exceed the maximum limit of 20.000 euros.

4.3 Removal from the register

The Assessment Board may remove an agent from the Agent Register, either for a determined period or permanently. The decision may be based on

- the fact that the agent has terminated his activities
- the fact that the agent has given wrong or misleading information to the Assessment Board on a matter which would affect the processing of the registration application or the assessment of the acceptability of the agent's activities; or the fact that the agent has neglected his responsibility to provide the Board with information that would affect the processing or the acceptability.
- the fact that the agent no longer fulfils the requirements for registration specified in this agreement or that he has lost his independent status, or acted essentially or recurrently, in spite of a previous admonition, contrary to the Guidelines for Agent Activities; or that he has failed to pay the administration fee or the fines he has been ordered to pay; or that he has otherwise neglected his duties.

- 4.4. Right of appeal An agent on whom the Assessment Board has imposed a disciplinary penalty may file an appeal to change the decision by submitting the matter to the Sports Legal Protection Board. .

5 ASSESSMENT BOARD

- 5.1 Responsibilities The Assessment Board is responsible for processing and making decisions on the registration applications, maintaining the agent register, supervising and disciplinary administering of registered agents,

approving of the Guidelines for Agent Activities and the Agent Agreement Model, as well as for performing all the other tasks mentioned in this agreement.

5.2 Training events

The Assessment Board arranges once a year a training event for the registered agents, dealing with the topical issues related to agent activities and ice hockey.

5.3 Composition of the Board

The Assessment Board has four (4) members. In addition, there is a personal deputy member for each of the four members.

The Assessment Board is appointed by the Ice Hockey Association. The Ice Hockey Association nominates one member and one deputy member to the Board according to the proposal by the SM-League, one member and deputy member according to the proposal by the Players Association, one member according to the proposal by the Ice Hockey Association, and one member and deputy member according to the proposal by the registered agents.

The Assessment Board is chaired by a person nominated by the Players Association, and in the event of his absence, a member of the Board, appointed by the Board members to act as a Chairman.

The Assessment Board may hire a secretary. The Assessment Board may also submit individual matters to be prepared by its members or persons appointed for this purpose outside of the Board. The day-to-day matters of the Assessment Board are handled at the office of the Players Association.

5.4 Term of office The term of office of the members and deputy members of the Assessment Board is two (2) ice hockey seasons.

5.5 Disqualification due to the likelihood of bias

The members of the Assessment Board shall comply with the grounds for disqualification due to the likelihood of bias determined in the Code of Judicial Procedure.

5.6 Convening of meetings

The Assessment Board is convened by the Chairman. The invitations must be sent to the members at least two (2) weeks prior to the meeting.

5.7 Quorum The Assessment Board has a quorum when at least three (3) members or their deputy members are present.

5.8 Voting The Assessment Board will adopt the opinion which is supported by more than half of the members present. In the case of a draw, the Board will adopt the more lenient opinion in disciplinary matters, and the opinion supported by the Chairman in other matters.

5.9. Telephone conferences

The Assessment Board may also make decisions in a telephone conference. In such a case, any documents related to the matters to be dealt with in the meeting shall be sent to the members in advance. A telephone conference has a quorum when all the members of the Board or their deputy members participate in the decision making.

6 RESPONSIBILITIES OF THE ICE HOCKEY ASSOCIATION, THE SM-LEAGUE, AND THE PLAYERS ASSOCIATION

6.1 Obligation of the parties to use registered agents

The SM-League and the Ice Hockey Association shall pledge to take care, for their part, that neither the partner corporations of the SM-League nor the Mestis teams belonging to the Ice Hockey Association as member associations, will not negotiate with other than registered agents, and they also pledge to report any abuse or suspected abuse in agent activities to the Assessment Board without delay.

The Players Association pledges to take care that its members will not use the services of other than registered agents whilst negotiating player agreements.

However, players are always entitled to negotiate their player agreements by themselves, without an agent or assistant, and to be represented by their spouses or close relatives in negotiations on player agreement.

6.2. Development The parties of the agreement shall strive to develop the agent activities in ice hockey in cooperation with each other.

7. FURTHER PROVISIONS

7.1 Liability of parties The parties of this agreement and the Assessment Board are not liable for the damages that a registered agent may cause to his client.

7.2 Amendments to the agreement

A possible decision to amend this agreement shall be made by the parties of the agreement. The decision by the registered ice hockey agents to amend the agreement may be made as a majority decision in connection

with the training events specified in section 5.2, provided that the registered ice hockey agents have been notified of the intended amendment in the invitation to the training event in question, sent to the agents at least 14 days prior to the event.

TERM OF AGREEMENT

This agreement enters into force on 1 May 2014, after which it will continue to be effective without separate agreement for one ice hockey season at a time, unless a party of the agreement serves notice of termination on the agreement at least three (3) months before its termination.

Helsinki, 22 April 2014

FINNISH HOCKEY PLAYERS ASSOCIATION

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FINNISH ICE HOCKEY ASSOCIATION

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SM-LEAGUE

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REGISTERED ICE HOCKEY AGENTS
