

**BOZEMAN BASEBALL, INC.
BOZEMAN SPIKES/ BUCKS
AMERICAN LEGION BASEBALL PROGRAM
2012 RULES & POLICY MANUAL**

I. INTRODUCTION

A. Mission Statement. It is Bozeman Baseball, Inc.'s belief that participation in organized activities such as the Bozeman Spikes/Bucks American Legion Baseball Program contributes to the all-around development of young men and that participation in this program is a privilege extended to the players who are willing to make the commitment to adhere to the rules that govern American Legion Baseball and the Bozeman Spikes/Bucks American Legion Program.

II. BOZEMAN BASEBALL, INC.

A. Bozeman Baseball, Inc. Bozeman Baseball, Inc. is a Montana non-profit corporation with members which has been designated an exempt organization pursuant to I.R.C. Section 501(C)(6). The Bylaws for Bozeman Baseball, Inc. are attached hereto as Attachment 1. (See Attachment 1) Bozeman Baseball, Inc. serves as the governing body for the Bozeman Spikes/Bucks American Legion Baseball Program.

B. Board Appointments. As set forth in its Bylaws, each season the Bozeman Baseball, Inc. Board of Directors shall hire coaches, appoint committee members, team representatives, and tournament directors.

III. Player Eligibility

A. Eligibility. To be eligible for Bozeman Spikes/Bucks American Legion Baseball, a player shall:

1. Live within the Gallatin Valley area.
2. Provide a raised seal certified copy of his birth certificate evidencing he is no older than eighteen (18) years of age. The cut-off date for determining a player's age and eligibility for American Legion Baseball is their age as of January 1st of each year. Although American Legion Baseball rules allow younger players to play, they are encouraged to stay in the Bozeman Babe Ruth League to maintain a competitive Babe Ruth program.
3. Abide by all of the rules and regulations set forth herein and all rules of American Legion Baseball.
4. Players and their parent(s) or guardian(s), if they are under the age of eighteen (18), shall be required to sign a statement acknowledging they have read and understand these rules and this policy manual. This signed statement shall be due on or before the first day of try outs.
5. Sports Physical: Players must provide a sports physical clearance from a physician on or before first day of tryouts.

6. **Player Indemnification Agreement:** All players shall sign and/or have their parent or guardian sign, if they are under the age of eighteen (18), a Player Indemnification Agreement, which form will be provided at registration and must be signed before the player can workout, tryout, or practice with the program.
 7. **Player Drug Testing Consent:** All players and their parent or guardian shall sign the Player Consent to Drug Testing form, which form will be provided at registration and must be signed before the player can workout, tryout, or practice with the program.
 8. **Try Out Fee:** Each player prior to participating in try outs or workouts must pay a try out fee of Fifty Dollars (\$50) on the date of registration. Any player who has not paid the try out fee will not be allowed to participate in try outs or workouts until such time as this fee is paid in full.
 9. **Pay all Player Fees:** Each player is required to pay the following Player Fees:
 - a) Bucks (AA) \$ 1,500.00*
 - b) Spikes (A) \$ 1,250.00*
 10. **Uniform/Equipment Deposit:** Each player shall be required to pay a refundable \$100.00 uniform/equipment deposit for all uniform clothing and equipment issued to a player. This deposit is not required to be paid until after a player has been selected to play on the team. The deadline for paying this uniform/equipment deposit is set forth below in Section III B of the Rules and Policy Manual. This deposit will be returned to the player at the end of the season when the player has returned all issued uniform clothing and equipment.
- B. Fund Raising Credits.** Player's fund raising credits set forth in Section IV can be used by the player to pay the player's Player Fee. The deadline for paying player fees is set forth below in Section III B of the Rules and Policy Manual.
- C. Deadline For Paying Player Fees & Uniform/Equipment Deposit.** Each player is required to pay all Player Fees and the Uniform Equipment Deposit on or before May 1st of each season. Players who do not have all Player Fees and the Uniform/Equipment Deposit paid on or before May 1st of each season will be allowed to practice, but will not be allowed to play in conference or non—conference games or travel with the team until such time as the player's Player Fee and Uniform/Equipment Deposit are paid in full. Other than as set forth below in Section III(A)(8)(d), in the event a Player has not paid his Player Fees and/or Uniform/Equipment Deposit in full on or before June 1st of each season, such player shall be released from the program and shall not be reinstated for the remainder of the season. Other than as set forth herein, no amount of a player's Player Fees shall be refunded to the player for any reason. Any portion of a Player Fee not paid in full from any previous season by a player, other than as set forth below in Section III(A)(8)(d), shall be paid in full prior to May 1st of the current season in order for a player to be eligible for the program.

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- D. Player Fees and Uniform/Equipment Deposits** can be paid with a credit card online by accessing the program website. An additional fee of at least 3% will be charged to cover all interest and service charges associated with paying by credit card.
- E. Player Assistance.** If a player is not able to pay their Player Fees by May 1st, the player may petition the Bozeman Baseball, Inc. Board of Directors in writing before May 1st for special consideration and/or additional time to pay the required Player Fees. Each such petition will be confidential, handled by the Bozeman Baseball, Inc. Board of Directors on a case—by—case basis, and awarded based on the merits of each petition. Each petition shall contain a detailed explanation of the efforts made by the player to raise Player Fees through the fund raising options set forth herein.
- F. List of Eligible Players.** As soon as possible after May 1st the Bozeman Baseball, Inc. Board of Directors shall provide the coach with a list of those players eligible to practice and/or play between May 1st and June 1st. The coach may not allow any persons other than those named on such list to practice or play between May 1st and June 1st. As soon as possible after June 1st the Bozeman Baseball, Inc. Board of Directors shall provide the coach with a list of those players eligible to practice and/or play for the remainder of the season. The coach may not allow any persons other than those named on such list to practice or play for the remainder of the season without the consent of the Bozeman Baseball, Inc. Board of Directors.

IV. Fund Raising

- A. Fund Raising.** To help defray the Player Fees set forth in Section III, players may participate in the fund raising activities set forth below. All checks collected for the fund raising listed below shall be made payable to Bozeman Baseball, Inc.
1. **Coupon Books.** Players may sell coupon books provided to them at the beginning of each season. Players are not restricted in the number of coupon books they can sell, nor is there any obligation for players to sell any coupon books. All proceeds collected from coupon books must be submitted to Bozeman Baseball, Inc. Bozeman Baseball, Inc. will credit players for the coupon books they sell in the amount of \$10.00 per coupon book.
 2. **Season Passes.** At the beginning of the season, players will each receive 15 season passes to sell (6 Family, 4 Adult, and 5 Student/Senior). Players that sell season passes will receive player credit as follows:
 - a) Family Passes \$50 (Player credit \$50)
 - b) Adult Passes \$30 (Player credit \$30)
 - c) Student/Senior Passes \$15 (Player credit \$15)All unsold season passes must be returned to Bozeman Baseball, Inc. on or before **May 1st.**
 3. **Booster Memberships.** Players may sell Bozeman Spikes/Bucks American Legion Baseball Program Booster Memberships. Players that sell Booster Memberships

will receive a credit in the amount of 50% percent of the value of each booster membership sold. Players that sell booster memberships will receive player credit as follows:

- a) "Single" \$50 (Player credit \$25)
 - b) "Double" \$100 (Player credit \$50)
 - c) "Triple" \$250 (Player credit \$125)
 - d) "Homer" \$500 (Player credit \$250)
 - e) "Grand Slam" \$1,000 (Player Credit \$500)
4. Field Signs. Players may sell field signs on a first come first serve basis as long as spots are available on the outfield fence. Players that sell field signs will receive a credit in the amount of 50% percent of the value of each sign sold. Players that sell field signs will receive player credit as follows:
- a) 8'x8' outfield fence signs \$600 per season (Player credit \$300)
 - b) 4'x8' outfield fence signs \$350 per season (Player credit \$175)
- No player credit is available for the annual renewal of field signs. Field signs which are not renewed annually shall be removed from the outfield fence after May 1st each season.
5. Program Advertising. Players may sell season program advertisement. Players that sell program ads will receive a credit in the amounts set forth below:
- a) Full page listing \$250 (Player credit \$100)
 - b) ½ page listing \$125 (Player credit \$50)
 - c) 1/4 page listing \$75 (Player credit \$30)
 - d) Business card listing \$30 (Player credit \$10)
6. Game Sponsor. Players may sell game sponsorships. Game sponsors will be announced at the beginning of the game, several times during the game and at the end of the game. Game sponsors are welcome to give away merchandise, coupons etc. with their logo to fans at the game. A game sponsor will receive twenty-five (25) tickets and a program listing for the game they sponsor. Players that sell game sponsorships will receive player credit as follows:
- a) Game Sponsor \$250 (Player credit \$100)
7. Bucks Schedule Poster Sponsorship. Players may sell Bucks Schedule Poster Sponsorships. These must be sold by March 1st each season. Five hundred (500) posters (22"w x 17"h) will be professionally printed with a schedule and team picture. The sponsor's logo will appear on the poster and the posters will be distributed throughout the community and to fans at games. The sponsor will be given a program listing. The Bucks will have autograph sessions throughout the

season. Players that sell Bucks Schedule Poster Sponsorships will receive player credit as follows:

- a) Bucks Schedule Poster Sponsorship \$200 (Player credit \$75)
8. Player Sponsorship. A player may seek an individual player sponsorship in any amount. Players that receive a player sponsorship will receive a credit toward their player fees in the full amount of the sponsorship.
9. Donations In Kind. Players may not receive credit toward their player fees for donations in kind made to the program. No player credit will be given for labor of any kind.
10. Other Player Credits. The Bozeman Baseball, Inc. Board of Directors may implement additional programs for player credits as the board determines appropriate.

B. Fund Raising Credit Due. All fund raising credits, other than credits for selling Bucks Schedule Poster Sponsorship which are due on or before April 1st, shall be due on or before May 1st. Any player who has not turned in his player credit information on or before May 1st and is using fund raising credit towards his Player Fee shall be subject to Section III(8)(c) & (e) of this Policy Manual.

V. Player Responsibilities & Conduct

- A. At all times during tryouts, practices, games, any team function, or while traveling with the team the following rules shall be strictly adhered to:
 1. Players shall not curse, use vulgar language, or use abusive language. Any player who curses, uses vulgar language, or uses abusive language shall be disciplined by the coach, in his sole discretion, as the coach deems appropriate.
 2. Players shall not throw bats, helmets, or other equipment in frustration or anger. Any player who throws bats, helmets, or other equipment in frustration or anger during a game shall be immediately removed from the game and not be allowed to play for the remainder of the game. Any player who throws bats, helmets, or other equipment in frustration or anger during tryouts or practice shall not be allowed to participate for the remainder of that day's tryouts or practice.
 3. Players, absent unforeseen circumstances, shall be responsible for being on time to all scheduled tryouts, practices, games, and team functions. All players are responsible to inform the coach of any foreseen schedule conflicts which will result in the player being late for scheduled tryouts, practices, games, and team functions. Any player who, without being excused by a coach, is not on time for a scheduled tryout, practice, game, or team function shall be disciplined by the coach, in his sole discretion, as the coach deems appropriate.
 4. Any player intending to enroll in athletic camps or participate in All—Star games during the season must obtain prior permission from the head coach before tryouts. Failure to get prior approval may result in denial of permission.

Participation in athletic camps or All—Star games is discouraged but not prohibited. If the player can provide assurance that participation will not unduly impact on practice or scheduled games and the head coach concurs, approval will be given. Each request will be dealt with on a case—by—case basis.

5. All players are required to notify the coach or an assistant coach prior to any absence from tryouts, scheduled practices, games or team functions. Unexcused absences from scheduled practice, games or team functions will result in a one (1) game suspension enforced in the next scheduled game. Additional unexcused absences may be grounds for dismissal from the Bozeman Spikes/Bucks American Legion Baseball Program.
6. Players shall not be involved in any altercations with teammates, coaches, game officials, or opposing players. Any player involved in an altercation with teammates, coaches, game officials, or opposing players shall be immediately suspended from the Bozeman Spikes/Bucks American Legion Baseball Program for a period of time deemed appropriate by the coach and/or the Bozeman Baseball, Inc. Board of Directors.
7. Players shall not miss team bus departures. Any player who misses a team bus departure without prior approval of the coach or an assistant coach shall not play in the next regularly scheduled game.
8. Before any player is allowed to ride home from a scheduled away game other than on the bus, they must receive prior approval from the coach or an assistant coach. The coach or assistant coach will not grant such approval without a signed note of consent form from the player's parent or guardian that requests and specifies the alternate mode of transportation. For example, to be allowed to ride home with a relative or another player's parent, the note from the player's parent or guardian must specifically indicate who will be providing the transportation and acknowledge their consent. At no time will the player be allowed to use their own transportation to go to or from away games unless they are accompanied by one of their parents or guardians.
9. Players must be in proper uniform appearance as mandated by the coach or the Bozeman Baseball, Inc. Board of Directors and will stand at attention in team formation for the playing of the National Anthem(s) at all games. Players who are not in proper uniform appearance as mandated by the coach or the Bozeman Baseball, Inc. Board of Directors or who do not stand at attention in team formation for the playing of the National Anthem(s) at a game shall be disciplined by the coach, in his sole discretion, as the coach deems appropriate.
10. Players will dress and wear proper attire as specified by the coach or the Bozeman Baseball, Inc. Board of Directors. Players who do not dress or wear proper attire as specified by coach or the Bozeman Baseball, Inc. Board of Directors shall be disciplined by the coach, in his sole discretion, as the coach deems appropriate.
11. All players are responsible for keeping their individual spaces and team spaces including, but not limited to lockers, locker rooms, dugouts, motel rooms and

team bus, clean and organized at all times. Players who do not keep their individual spaces and team spaces including, but not limited to lockers, locker rooms, dugouts, motel rooms and team bus, clean and organized at all times shall be disciplined by the coach, in his sole discretion, as the coach deems appropriate.

12. No persons other than players and/or coaches shall be allowed in the players' motel rooms. A player who willfully violates this section shall be immediately suspended from the Bozeman Spikes/Bucks American Legion Baseball Program for a period of time deemed appropriate by the coach and/or the Bozeman Baseball, Inc. Board of Directors.
 13. Coaches will designate a "lights—out" time for all road games. Players are expected to remain in their rooms after the "lights—out" time. A player who violates this section shall be immediately suspended from the Bozeman Spikes/Bucks American Legion Baseball Program for a period of time deemed appropriate by the coach and/or the Bozeman Baseball, Inc Board of Directors.
 14. Each player is responsible for the uniforms issued to him. If a player loses or ruins his uniform pants, shirt or hat, the player will be required to pay the cost of replacing the uniform before the player will be allowed to play in the next scheduled game.
- B.** At all times while players are in any way affiliated with the Bozeman Spikes/Bucks American Legion Baseball Program the following rules shall be strictly adhered to:
1. No player shall damage equipment or property owned or leased by Bozeman Baseball, Inc. or used by the Bozeman Spikes/Bucks American Legion Baseball Program. Any player who damages equipment or property owned or leased by Bozeman Baseball, Inc. or used by the Bozeman Spikes/Bucks American Legion Baseball Program shall be liable for such damages. All players responsible for such damage shall be required to pay for the entire cost of such damages before the player will be allowed to play in any game and shall be suspended from the Bozeman Spikes/Bucks American Legion Baseball Program for a period of time deemed appropriate by the coach and/or the Bozeman Baseball, Inc. Board of Directors.
 2. Players shall not steal property owned or leased by Bozeman Baseball, Inc. or used by the Bozeman Spikes/Bucks American Legion Baseball Program, property belonging to any player, player's family member, coach, coach's family member, or steal property while traveling with the team. Players who steal property owned or leased by Bozeman Baseball, Inc. or used by the Bozeman Spikes/Bucks American Legion Baseball program, property belonging to any player, player's family member, coach, coach's family member, or steal property while traveling with the team shall be immediately dismissed from the Bozeman Spikes/Bucks American Legion Baseball Program.
 3. Any player who commits a misdemeanor criminal offense other than traffic violations, shall be immediately suspended from the Bozeman Spikes/Bucks

American Legion Baseball Program for a period of time deemed appropriate by the coach and/or the Bozeman Baseball, Inc Board of Directors.

4. Any player who commits a felony criminal offense shall be immediately released from the Bozeman Spikes/Bucks American Legion Baseball Program for the remainder of the season.
5. Players recognize the American Legion Drug and Alcohol Policy. That policy states each player agrees to remain alcohol and drug free through all of the baseball season. In addition to the American Legion Drug and Alcohol Policy, Bozeman, Baseball, Inc. has adopted the following policies and rules regarding drugs, alcohol and tobacco to be followed by the Bozeman Spikes/Bucks American Legion Baseball Programs players and coaches.
 - a) Purpose. Each player and coach participating in the Bozeman Spike/Bucks American Legion Baseball Program agrees to remain alcohol, tobacco and drug free through the completion of the baseball season. Implementation of this policy will serve the following purposes:
 - (1) To emphasize concern for the health and well—being of our players and coaches;
 - (2) To provide a chemical—free environment that will encourage healthy development;
 - (3) To promote a sense of self—discipline among players and coaches;
 - (4) To confirm and support existing state laws relative to controlled substances;
 - (5) To emphasize standards of conduct for players and coaches who, through their participation in the Bozeman Spikes/Bucks American Legion Baseball Program, become leaders and role models for their peers and younger players.
 - b) Policy Coverage. This policy requires that players and coaches shall not:
 - (1) Use, have in their possession, distribute or sell alcohol, or illegal drugs (Possession is defined as the use of a prohibited substance, or having a prohibited substance in personal possession.);
 - (2) Use tobacco in any form; or
 - (3) Abuse prescription or non—prescription drugs. This policy is not intended to apply to the use of prescribed drugs under a doctor's direction, when those drugs are used in the prescribed manner.
 - c) Awareness. Bozeman Baseball, Inc. is responsible for player and parent awareness and the implementation of this policy. Players and coaches who elect to participate in the program, as well as players' parents and/or guardians, are responsible for understanding this policy. A player's signature

and that of his parent or guardian is required on these rules and policies as a condition of participation in the Bozeman Spikes/Bucks American Legion Baseball Program. Additionally, each player is subject to drug testing as set forth in the in the Player Consent to Drug Testing form attached hereto as Attachment 2, which form the Player and or parent or guardian is also required to sign.

- d) Player & Parent Notification of Policy Violation & Proposed Action. If a determination is made that a player has violated this policy, the player and player's parent(s) or legal guardian shall be notified of the violation and the proposed disciplinary action either in person or by telephone contact from the coach, or in writing by the Bozeman Baseball, Inc. Board of Directors.
- e) Violations.
- (1) Upon the occurrence of a violation of this drug and alcohol policy and/or upon the receipt of notification that a player or coach has tested positive to a program administered drug test, the player or coach shall be immediately suspended from all workouts, practices, games and team functions pending a final determination by Bozeman Baseball, Inc. of the alleged violation and the appropriate disciplinary action to be taken; and
 - (2) If the violation occurs on a road trip, the player will be released to parent/guardian if present, or parent/guardian will be called and requested to arrange transport home; and
 - (3) A meeting of the player and the player's parent(s) or guardian with the coach and/or member of the Bozeman Baseball, Inc. Board of Directors will be held as soon as is practical to discuss the violation; and
 - (4) The Bozeman Baseball, Inc. Board of Directors shall, as soon as is practical, make a final determination of the alleged violation and the appropriate disciplinary action, if needed; and
 - (5) In the event of a violation of this drug and alcohol policy, the Bozeman Baseball, Inc, Board of Directors shall suspend the player or coach from the Bozeman Spikes/Bucks American Legion Baseball Program for a period of time deemed appropriate by the Bozeman Baseball, Inc. Board of Directors or released from the Bozeman Spikes/Bucks American Legion Baseball Program for the remainder of the season. Multiple violations of this policy by a player shall be considered cumulative throughout his entire affiliation with the Bozeman Spikes/Bucks American Legion Baseball Program.
- f) Appeals. A player may appeal a violation of the alcohol and drug policy to the Bozeman Baseball, Inc. Board of Directors in writing. The Board of Directors shall appoint a 3 member grievance committee of persons other than board members, coaches, players, or parents or guardians of players to hear the appeal. The grievance committee shall make a written report to the Board of

Directors setting forth its recommendations regarding the violation and the disciplinary action implemented by the Board of Directors. The Board of Directors shall consider such recommendations but is not required to follow or adopt such recommendations. Until the grievance committee makes a decision on the violation appeal, the disciplinary action implemented by the Board of Directors shall be enforced.

6. Harassment & Discrimination. No player shall discriminate, harass, intimidate, or bully other players or coaches on the basis of age, race, religion, color, creed, national origin, physical appearances, sex, ancestry, disability, sexual orientation, or marital status. Any player who discriminates, harasses, intimidates or bullies a player or coach as set forth above shall be disciplined by the coach, in his sole discretion, as the coach deems appropriate.
 - a) Any continued violation of the aforementioned rules and regulations or any other conduct deemed inappropriate, unsportsmanlike, or deemed to bring discredit to teammates, coaches or the Bozeman Spikes/Bucks American Legion Baseball Program by a player will result in disciplinary action being taken by the coach and/or the Bozeman Baseball, Inc. Board of Directors against the player, which disciplinary action may include, but is not limited to, suspension or dismissal from the Bozeman Spikes/Bucks American Legion Baseball Program.
 - b) If a player has been suspended or released from the Bozeman Spikes/Bucks American Legion Baseball Program during a prior season for any reason, the player may not play in any subsequent season without petitioning in writing the Bozeman Baseball, Inc. Board of Directors for reinstatement. The Bozeman Baseball, Inc. Board of Directors may reinstate the player for good cause shown.

VI. Parents Responsibilities & Conduct

- A. Parent Conduct.** Parents of all players are expected to be courteous and polite at all tryouts, practices, home and away games, and team functions. Parents shall refrain from all forms of negative and combative cheering.
- B. Parent Work Schedules.** All parents or guardians are expected to work on a volunteer basis during the seasons. At the beginning of each season, parent/guardian work schedules will be put together and distributed to the parents and guardians. If during the course of the season, parents or guardians have unforeseen conflicts in their schedules and are unable to work their scheduled duties, the parent or guardian is responsible to find a suitable replacement to work their schedule.
- C. Complaints and Grievances.** If parents or guardians have complaints with any aspect of the Bozeman Spikes/Bucks American Legion Baseball Program, such complaints shall be made to the Bucks or Spikes Team Representative. Acceptable forms of expressing complaints include verbal, letters, or emails. Team representatives shall communicate all valid complaints to the coach and/or the Bozeman Baseball, Inc. Board of Directors. If a parent or guardian has a complaint that he/she wishes to

make to a coach, the coach may, in his sole discretion, agree to meet with the parent only if the parent's or guardian's player is in attendance. If a parent or guardian makes a complaint directly to a coach without his/her player in attendance, the coach shall report it such conduct to the Team Representative or to the Bozeman Baseball, Inc. Board of Directors. The coach and/or the Bozeman Baseball, Inc. Board of Directors may suspend a player from playing in the next scheduled game in the event a parent or guardian violates this rule.

VII. Coaches Responsibilities & Conduct

- A. Rule and Regulation Compliance.** All Coaches are responsible for reporting all player and parent rule infractions set forth herein to their appropriate Team Representative and/or the Bozeman Baseball, Inc. Board of Directors.
- B. Player Selection.** The coaches are responsible for scheduling and conducting team tryouts. After tryouts, coaches are responsible for player selections for each team. All team selections, subject to players meeting all eligibility requirements set forth herein, should be made by April 1st of each year, weather permitting.
- C. Team Photo and Player Bios.** The coaches are responsible for scheduling their team photos for press packets and the season program. They are also responsible for submitting all player bios to the Team Representative. The photo and player bios must be completed by May 1st of each year.
- D. Conduct.** The coaches shall conduct themselves in a professional manner at all times during tryouts, practices, games, team functions and during all on and off field situations while traveling with the teams.
- E. Timeliness.** All coaches are responsible for being on—time for all scheduled tryouts, practices, games, and team functions. All coaches are responsible for communicating foreseen schedule conflicts to their players.
- F. Scheduling.** Coaches are responsible for scheduling all tryouts, practices, and games. All practice schedules must be made at least two (2) weeks in advance and must be e-mailed to all players and/or parents or guardians and may also be posted on the team website to allow players that have jobs to plan around team practices.
- G. Mandatory Meetings.** Coaches are required to attend the pre—season player sign—up meeting, parent meeting immediately after team selection, and at least one mid—season parent meeting.
- H. Facilities Shut Down.** At the end of the baseball season, the coaches will be responsible for shutting down the Heroes Park facilities including but not limited to: checking in and inventorying all player uniforms, cleaning the bathrooms, locker rooms, Bucks bus, coaches office, and grounds. The year—end shut down will be inspected and signed off by the Bucks Team Representative and/or a member of the Bozeman Baseball, Inc. Board of Directors. The coach's final paycheck each season will be issued to the coach only after the facility has been inspected and approved by

the Bucks Team Representative and/or a member of the Bozeman Baseball, Inc. Board of Directors.

VIII. Team Travel

- A. Team Bus.** The team bus is available for travel to scheduled away games or tournaments for the Spikes and Bucks. If there is a conflict where both teams are scheduled to be away on the same date(s), the Bucks team will have first priority to use the team bus.

- B. Alternate Team Travel.** If a team has to travel to a scheduled away game or tournament using an alternate form of transportation the following shall apply:
 - 1. Day Games. For games that require no overnight stay, parents transporting team members to the game will receive no compensation from Bozeman Baseball, Inc.

 - 2. Road Games. For games or tournaments that require an overnight stay, if parent(s) travel for the sole purpose of transporting team members, the legion program will compensate the parent(s) .40 cents per mile for miles to and from the event if parent(s) request reimbursement. Parent(s) will not be compensated for any other expenses.

- C. Player Meals.** Players will be given a per diem for meals as determined by the Bozeman Baseball, Inc. Board of Directors.

===== END =====

BOZEMAN BASEBALL, INC.
2012 BOZEMAN SPIKES/BUCKS AMERICAN
LEGION BASEBALL PROGRAM
DRUG TESTING POLICY & CONSENT FORM

Bozeman Baseball, Inc. has adopted the following Drug Testing Policy for the Bozeman Spikes/Bucks American Legion Baseball Program. Accordingly, the undersigned player (and the player's parent or guardian, as applicable) or coach hereby agrees to the following terms and conditions, which are a part of and supplement the Bozeman Baseball, Inc. Rules and Policy Manual for the Bozeman Spikes/Bucks American Legion Baseball Program.

DRUG TESTING POLICY

For purposes of enforcing the American Legion Drug and Alcohol Policy and the Bozeman Baseball, Inc. rules and policies regarding drugs, alcohol, and tobacco set forth in the Bozeman Spikes/Bucks American Legion Baseball Program Rules and Policy Manual, Bozeman Baseball, Inc. may conduct drug testing on players and coaches under any of the following circumstances:

- A. RANDOM TESTING:** Players and coaches may be selected at random for drug testing at any time during the season. For purposes of random testing all players and coaches are entered into a random testing program which is administered by Tri Med Services, of Bozeman, Montana. Tri Med Services, of Bozeman, Montana shall also select alternate players and/or coaches in the event a player and/or coach is absent on the day of testing. A representative of Tri Med Services will contact the head coach via text messaging approximately one-half hour before arriving at the field for random testing to notify the head coach of the person selected for random testing. No other persons shall be notified of the players and/or coaches selected for random testing.
- B. FOR CAUSE TESTING:** Players and/or coaches may be asked to submit to a drug test at any time during try outs or the season in the event the head coach or the Bozeman Baseball, Inc. Board of Directors feels that the player or coach may be under the influence of drugs including, but not limited to, the following circumstances: reasonable evidence of drugs within the player's or coach's possession or control, unusual conduct that suggests impairment or influence of drugs, negative performance patterns, or a failure of, or refusal to submit to, any test administered hereunder.
- C. ADMINISTRATION:** Tri Med Services, of Bozeman, Montana, will handle all testing and the drawing from the player and coaches pool for the random tests at the expense of Bozeman Baseball, Inc.; provided, however, that if a player or coach fails or refuses a test, then the cost of any subsequent test shall be at the expense of the player (or the player's parent or guardian in the case of a minor player) or coach. Drug-testing results will be disclosed only for the purposes related to enforcement of this policy. No results will be disclosed at the time of the random test being administered. If a random test produces a positive result the sample collected shall be sent by Tri Med Services to a medical lab of Tri Med Service's choosing for confirmation. Such confirmation may take as long as forty-eight (48) hours to complete. In the event the random test is confirmed as positive, Tri Med Services shall notify only the person(s) designated by Bozeman Baseball, Inc. to receive such

notification. A copy of the lab report confirming the positive result shall be provided to the person(s) designated by Bozeman Baseball, Inc. to receive such notification.

D. REFUSAL TO SUBMIT: If a player or coach refuses a request to submit to testing under this policy, the refusal will be considered an offense, whether first or second as the case may be, under the Bozeman Baseball, Inc. Rules and Policy Manual for the Bozeman Spikes/Bucks American Legion Baseball Program thereby resulting in either suspension or removal from the Bozeman Spikes/Bucks American Legion Baseball Program, as applicable. Provided, however, that in such a case, the player or coach will be given an opportunity to explain the circumstances prior to any final disciplinary enforcement becoming effective. Furthermore, in the event of a refusal to submit which is deemed a first offense, the player or coach will be required to submit to a subsequent test at the expense of the player (or the player's parent or guardian in the case of a minor participant) or coach, in which case a second refusal to submit shall be grounds for removal from the Bozeman Spikes/Bucks American Legion Baseball Program. In the event a player/coach refuses to submit to testing, Tri Med Services shall notify only the person(s) designated by Bozeman Baseball, Inc. to receive such notification.

E. INFORMATION: Parents, Players and Coaches are encouraged to contact Tri Med Services, of Bozeman, Montana with any questions or concerns regarding the drug testing procedures utilized by Tri Med Services in the implementation of this policy. Parents, Players, or Coaches should contact Tri Med Services, of Bozeman, Montana if for any reason they have reason to believe that if tested, a false positive result might occur as a result of some dietary or medical condition.

CONSENT

By signing this form, you (or the parent or guardian in the case of a minor player) affirm that you are aware of Bozeman Baseball, Inc.'s drug testing policy for the Bozeman Spikes/Bucks American Legion Baseball Program, and you hereby agree to allow Bozeman Baseball, Inc. and its agents and/or employees to test you (or the minor player in the case of a parent or guardian) at anytime during the season in accordance with the aforementioned policy.

Player/Coach Name

Player/Coach Signature

Date

Parent/Guardian Name

Parent/Guardian Signature

Date

**ACKNOWLEDGMENT OF READING AND
UNDERSTANDING BOZEMAN BASEBALL, INC.'S
RULES AND POLICY MANUAL FOR THE BOZEMAN
SPIKES/BUCKS AMERICAN LEGION
BASEBALL PROGRAM**

We, the undersigned, have read, understand, and agree to abide by Bozeman Baseball, Inc.'s rules and policies for the Bozeman Spikes/Bucks American Legion Baseball Program as set forth in the 2012 Rules and Policy Manual.

Player Name

Player Signature

Date

Parent/Guardian Name

Parent/Guardian Signature

Date