



2011 - 2012
League Handbook

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WOMEN’S HOCKEY ASSOCIATION OF MINNESOTA (WHAM)

OPERATING RULES

I. DIRECTORY

Position - Name (Term Length) - Email

President: *Interim* Terry Provo (2011 – April, 2012); president@whamhockey.org

Treasurer: Lori Jorgenson (2010 - 2012); treasurer@whamhockey.org

Secretary: Erica Hoffmann Weiler (2011 - 2013); secretary@whamhockey.org

MN Hockey Women’s Director: Nancy Wefler (2010 – 2012); nanwefler@aol.com

A Vice-President: Alison Hanson (2009 - 2011); a_vicepresident@whamhockey.org

A1 Commissioner: Alex Clark ; a1comm@whamhockey.org

A2 Commissioner: Alex Clark ; a2comm@whamhockey.org

B Vice-President: *Interim* open (2011 – April, 2012); b_vicepresident@whamhockey.org

B1 Commissioner: Jenna Bluhm ; b1comm@whamhockey.org

B2 Commissioner: Gina Magstadt; b2comm@whamhockey.org

C Vice-President: Gina Wright (2011 – 2013); c_vicepresident@whamhockey.org

C1 Commissioner: Terasa Bonifas; c1comm@whamhockey.org

C2 Commissioner: Jenna Sawicki; c2comm@whamhockey.org

C3 Commissioner: Sandi Wewerka; c3comm@whamhockey.org

League Administrator: Erika Hockinson-Spande; leagueadmin@whamhockey.org

Referee Liaison: Dennis Alm; dennisalm@live.com

II. INTRODUCTION

The Women’s Hockey Association of Minnesota (the “Organization”) Handbook is the primary resource for rules, policies and procedures pertaining to our league. This handbook contains:

- **Operating Rules.** The Operating Rules (the “Rules”) cover everything from registration to skills assessments to on-ice play to the State Tournament. The Rules are enforced by the Board of Directors of the Organization (the “Board”), and all members of the Organization are responsible for knowing the Rules and complying with them. In some cases, noncompliance can result in a monetary penalty, game forfeiture(s), or suspension from the Organization.
- **Bylaws.** The Bylaws govern the Organization’s structure, organization and operations.

A. Mission Statement

The Organization is a tax-exempt, non-profit, recreational hockey association open to all women Players ages eighteen (18) years and older.

The Organization recognizes and encourages participation among its members with a broad range of commitment and ability, from the true beginner to the elite, Olympic-caliber athlete.

The Organization strives to provide organized, recreational ice hockey competition at all levels that is challenging, instructional, fun and affordable.

The Organization’s hockey experience offers opportunities for women to socialize and improve fitness, while promoting the values of teamwork, good sportsmanship, and mutual respect.

B. Policies

All registered teams shall operate within the Operating Rules and the Bylaws of the Organization.

Any team, or any individual member of a team, may be subject to disciplinary action (e.g. fines, probation, dismissal, etc.) from the Organization, as determined by the Board for non-payment of fees, gross violations of rules, and/or inappropriate conduct as determined by the Board as necessary from time to time.

1. Affiliate Association

The Organization is recognized as an affiliate of Minnesota Hockey (“MH”) and as a member of USA Hockey (“USAH”). All members of the Organization are required to pay annual dues to both MH and USAH as a condition of membership in the Organization. As an affiliate association, members of the Organization receive additional benefits and opportunities offered by MH and USAH.

2. Website

The Organization’s website can be found at www.whamhockey.org. The Organization’s website is the property of the Organization. All names, logos, trademarks, service marks, brand identities, characters, trade names, graphics, designs, copyrights, trade dress, and all other intellectual property (“Content”) appearing on the Organization’s website, is the property of, or used with permission or under license by, the Organization. Any member of the Organization may not copy, distribute, modify, transmit, reuse, re-post or otherwise display the Content for public or commercial purposes without the prior expressed written consent of the Organization’s Board.

3. Logo Use

The Organization’s logo is the property of the Organization. Use of the logo is not permitted without the prior expressed written consent of the Organization’s Board. Companies, individuals or organizations that wish to use, reprint, reproduce or display the Organization’s logo on electronic media (e.g. websites), written material (e.g. brochures, posters, letters, flyers) or products (e.g. apparel, bags, trophies, plaques, promotional items), must obtain written consent from the Organization’s Board prior to doing so. To request approval, complete the Organization’s *Logo Use Application Form* available on the Organization’s website.

III. OPERATING RULES

A. Meetings

1. Board of Directors. The Organization’s Board meets regularly throughout the year. Attendance at these meetings is required for all voting Board members. The Organization’s members are welcome to attend these meetings. Other meetings may be called as necessary. Contact the Organization’s Secretary or the Division Commissioner for meeting information. All meetings times, dates and locations are listed on the Organization’s website (www.whamhockey.org).

2. League. The Organization holds three (3) league meetings during the course of the year: (i) a fall meeting; (ii) a scheduling meeting held in the fall; and (iii) a spring meeting. The meeting may be held live in person, via website communication, and or via electronic conferencing. Each team is required to have one (1) representative for the team in attendance at each of these meetings and/or confirm understanding of information presented via email confirmation per meeting venue and direction. A fine of \$50 per meeting is levied if a team does not have a representative for the team in attendance. One (1) person may represent only one (1) team at these meetings.

3. Division. The Division Commissioner and/or Vice-President can call meetings as necessary.

4. Committees. The chairperson of that committee governs committee meetings. The members of that committee will determine how often they meet.

B. Handbook

Copies of the current MH Handbook and the Organization’s Handbook are made available at the start of each season, either in hard copy or electronically on MH’s or the

Organization’s respective websites.¹ The Team Manager or Coach should bring these books to every game. If there is a question about any rule or situation, refer to Organization’s Operating Rules first. The most current version of the USAH Annual Guide and Official Rules, which contain additional information on rules, tournaments, etc., is available on the USAH website.²

C. Division Classifications

1. Placement Guidelines for Participation

a. Divisions: The league will be comprised of the following divisions:

A Level: A1 and A2 divisions

B Level: B1 and B2 divisions

C Level: C1, C2 and C3 divisions

b. Subdivisions. A division will be subdivided into two or more subdivisions when there are fifteen (15) or more registered teams. Teams will be placed in a subdivision based on their previous season’s records and other criteria as may be determined from time to time by the Board. New teams moving up or down into the division will be placed by random drawing in a subdivision to evenly balance the number of teams or otherwise. The number of games played will be determined by a majority vote of the teams in the affected division, with each team in the affected division receiving one (1) vote. Ties will be broken by a Division Vice-President who does not have a conflict.

c. Masters Division. If there is enough interest, the league may elect to form a Masters Division for Players who are at least forty (40) years of age by September 1 of the current season. Proof of age will be required.

2. Assessments

a. New Players to the Organization. Players registering with the Organization for the first time are required to register based on their highest level of hockey experience:

<u>Experience:</u>	<u>Division:</u>
Division I College	A1 Division
Division III College; CODP; Natl. Dev. Camp	A2 Division or higher
Minnesota Varsity High School; U19a	B1 Division or higher
Minnesota JV High School; U19b; ACHA College Club	B2 Division or higher

¹ See www.minnesotahockey.org and <http://www.whamhockey.org/page/show/101484-wham-rules-and-forms>.

² See www.usahockey.com.

b. New Players with Prior Experience. Players meeting these experience requirements must register at the required level or higher. For example, a Player with varsity high school and DIII college experience must register with the division of her highest experience, which is the A2 Division. New Players may appeal these requirements by attending an Organization-sponsored skills assessment.

c. New Players. All new Players NOT meeting the experience qualifications above must attend a skills assessment to determine appropriate placement. This includes former high school or college goalies desiring to skate out at another level.

d. College Recreational Players. All Players registered on a college recreational team will be required to attend a skills assessment only if the team elects to participate in the WHAM Tournament.

e. Probation Period. All assessed Players are subject to a one-year probationary period wherein the Player’s skills may be reassessed prior to the next season, and the Player may be reassigned to a more appropriate division.

f. Previously Registered Players.

i. Returning Players. All returning Players must register at the division they last played in (or higher). A Player is granted a two (2)-year absence from the Organization before a skills assessment is required.

ii. Players Changing Divisions. A Player may appeal to move down one (1) level by attending a skills assessment once that player has completed one year of regular season play in their original division. All approved division changes are subject to a one-year probationary period wherein the Player’s skills may be reassessed prior to the next season.

iii. Players Over Forty. A Player who is forty (40) years of age or older by September 1 of the current league season may appeal to move down one (1) level from which she was previously registered without attending a skills assessment as long as that player has completed one year of regular season play in their original division (the “Option”). Notify the current Division Commissioner to request permission to move down prior to registering. A Player may only exercise the Option one (1) time every seven (7) years after reaching forty (40) years of age (the “Option Period”). If the Player who has exercised the Option desires to move down another level during the Option Period, the Player must attend a skills assessment.

iv. College Recreational Players. A Player previously registered on one (1) of the Organization’s college recreational teams, but who now desires to register with a non-college recreational team, shall be treated as a new member of the Organization and must follow the registration rules for new Players as outlined in this Section III, C, 2.

3. Age

All members of the Organization must be at least eighteen (18) years of age as of the start of league play for the current hockey season in which the member desires to

participate; provided, however, that such member may not participate in any Organization activities (including, but not limited to, league games, team practices, and assessments) until such time as the member has turned eighteen (18) years of age.

4. College Recreational Teams

a. General. The Organization treats college recreational teams differently than other registered teams in the Organization. College recreational teams may include any female student currently attending that college or university. Players on a college recreational team’s roster do not have to attend a skills assessment. These teams should play at the level of their most experienced Player, which would likely mean that most college recreational teams would participate in the B1 Division. Historically, these teams have been more competitive in the lower divisions given the team’s varying skills and history of turning over Players due to graduation. College Players with high school experience playing in the C divisions should adapt their level of play to the current skill level of their opponents in an effort to keep play safe.

b. Points. Because the Organization waives the skills assessment requirement for these teams, these teams are not eligible to participate in the WHAM Tournament. In addition, scoring for these games is intended to place primary emphasis on playing the game rather than having a contributory effect on division standings. Scoring will be as follows:

i. Both teams are awarded one (1) point for a played game, regardless of outcome.

ii. A prospective forfeit (before the scheduled game is played) by a non-college recreational team, results in a loss of two (2) points.

iii. If a college recreational team prospectively forfeits a scheduled game, each team will receive one (1) point.

iv. A retrospective forfeit (after the game has been played) by the college recreational team or the opponent (e.g. due to ineligible Players) will be recorded as a forfeit but both teams will still receive one (1) point each.

v. Divisional standings will be determined once the above rules (and only the above rules) have been applied.

c. WHAM Tournament. Should a college recreational team desire to participate in the WHAM Tournament, all of its Players must attend an Organization-sponsored skills assessment and play in the division of their highest assessed Player; provided, however, that any Player meeting the previous experience requirements listed in Section III, C, 2a, above, is not required to attend an Organization-sponsored skills assessment to determine the division she is required to play.

d. Changing Teams. A Player previously registered on an Organization’s college recreational team shall be treated as a new member of the Organization and must follow the registration rules for new Players as outlined in Section III, C, 2 above.

D. Registration

1. Online Registration for Members

Opening of registration for the current season is announced in early fall on the Organization’s website. Registration is available via the Organization’s website. Members will be given a priority registration time frame in which to complete the member’s registration prior to the start of the season. Members have until December 20 of the current season in which a member may be added as a Player, Coach or Team Manager to a team’s roster to play in the Organization during the current season and be eligible for WHAM Tournament and National Tournament play.

2. League Fees

The Organization’s membership fees are set annually before the season by the Board. Minnesota Hockey (“MH”) and USA Hockey (“USAH”) set their own fees each year. The fee a member of the Organization pays when a member of the Organization registers with the Organization is the total of three (3) fees to the following organizations:

a. Organization. The fee paid to the Organization covers game scheduling fees to district referee schedulers, purchase of goalie equipment for use by teams, promotional materials, score sheets, mailings, room rentals and other administrative expenses.

b. MH. The fee paid to MH covers printing of rulebooks, administration, promotion, state tournament trophies and medals, etc.

c. USAH. The fee paid to USAH covers insurance, directories, administration, promotion, rulebooks, coaching and referee programs, development camps, tournament trophies, USAH Magazine, etc.

3. Teams

a. General. Teams are responsible for making sure all team members appear on the team’s official USAH roster or supplemental roster prior to participation in any Organization-related practices, games or tournaments. All necessary forms, fees and credentials must be submitted to the Organization to obtain a legal team roster or supplemental roster. Each team is required to provide contact information for two (2) individuals who will serve as team managers (“Team Managers”). Team Managers will receive all communications from the Organization. It is the responsibility of the Team Managers to share this information with the members of their respective team. Team Managers should provide their respective Division Commissioner with mailing addresses, telephone numbers and email addresses; provided, however, that only a Team Manager’s email address will be available on the Organization’s website. If any contact information changes, Team Managers must inform their respective Division Commissioner immediately. Team Managers are also responsible for making sure that only eligible, rostered Players and Coaches are on the ice or bench during all league games.

b. Team Declaration Deadline for Current Season. The deadline for registering a team in the Organization for the upcoming season is **August 15th**. This is the last day for teams to signify their intent to join or renew their membership with the

Organization. In order to register a team, the Team Manager must contact the Division Commissioner by September 1 and provide the following complete information:

c. Two Team Managers. Name, mailing address, phone number and email for two (2) contacts.

i. Team name. The team name must be uniquely different from existing names; for example, there cannot be a “Penguins” and “Penguins II”. All new team names or name changes must be approved by the Division Vice-President and approval should be obtained prior to ordering jerseys.

d. Teams Changing Divisions.

i. A team may change divisions only after the end of the season. The Team Manager must notify both the old and new Division Commissioners of its intent to play in the new division prior to September 1.

ii. If a team wins its division’s league and/or the WHAM Tournament two (2) out of three (3) years and has a returning Player roster of greater than eighty-five percent (85%) of its previous season’s roster, the Board retains the authority to move the team to a higher classification.

iii. If a team has lost eighty-five percent (85%) of its games in a season, the team may petition the Board, prior to the Board’s regularly scheduled August meeting, to move the entire team down one (1) level provided that the team will be comprised of eighty-five percent (85%) of the same Players from its previous season’s roster. At the Board’s discretion, individual skills assessments and consultation with the Division Commissioner may be required and the team will be on probation for the following season to determine if the division change was appropriate.

iv. The Board retains the authority to move teams within divisions and leagues as appropriate.

4. **Rosters and Eligibility**

a. Rosters. All teams will be issued an official USAH team roster or supplemental roster that will signify the eligibility of the team’s Players and Coaches to participate in the league’s games. Rosters will appear on the WHAM website so managers can verify the status of their team’s roster at all times.

b. Eligibility.

i. Eligible Player or Coach. A Player or Coach who is properly registered with the Organization, MH and USAH, and appears on his or her team’s official USAH roster or supplemental roster as listed on the Organization’s website, is eligible to participate in the Organization-sponsored practices, games or tournaments (an “Eligible Player” or “Eligible Coach”). It is the Team Managers’ responsibility to ensure that his or her team’s Players and Coaches are properly registered. Each Player must provide registration documents to the Organization’s Registration Coordinator prior to the Organization’s announced first day of league play. Neither a Player nor a Coach may participate in

Organization-sponsored practices, games or tournaments until the Team Manager has a copy of the official USAH roster or supplemental roster that lists such Player or Coach. Team rosters are provided electronically and posted to the Organization’s website. Each team should have a copy of their official roster and any supplemental rosters at every game in case the eligibility of a Player or Coach is questioned. All team members who are eligible to be on the ice or in the bench area should have photo identification available at all games in the event such Player’s or Coach’s identity or eligibility is questioned.

ii. Illegal Players or Coaches. If a team participates with a Player or Coach who is not an Eligible Player or Eligible Coach (an “Illegal Player or “Illegal Coach”), the team will forfeit all games in which the Illegal Player or Illegal Coach participated. The team will also pay a \$250 fine for the use of an Illegal Player or Illegal Coach as determined by the Board. For a second offense, the team may be expelled for the remainder of the season and its games recorded as forfeits for the season.

iii. Non-US Citizens. Each year, all non-US citizens playing and registering with USAH must complete the *Canadian/Foreign National Transfer Form* located on the Organization’s website as part of the Player’s registration, except for those Players who have a permanent transfer in place. The *Canadian/Foreign National Transfer Form* must be sent to the Registrar as a part of the Player’s registration process. The *Canadian/Foreign National Transfer Form* may be scanned and emailed to the Registrar at registrar@whamhockey.org, or mailed to the Registrar’s attention at the Organization’s address listed on the Organization’s website. For more information regarding permanent transfers, please contact Kim Folsom at kimf@usahockey.org. This must be completed in order for the player to participate in any WHAM affiliated games, including regular season, tournaments, etc.

c. Skaters/Goalies.

i. Rostering Requirements. Women eighteen (18) years of age and older as of the current hockey season (“Player”) may roster on a team within the Organization. Rosters may not exceed 25 Players and only twenty (20) Players may dress and participate in a game (Coaches and Team Managers who are not Players are not included in these limitations). A Player or Coach may not participate until her name appears on the official USAH roster or supplemental roster for that team as posted on the Organization’s website.

ii. Goalies. Each team must declare and roster at least one (1) goalie. The team’s rostered goalie(s) must play goalie in a majority (more than half) of the team’s games (e.g. teams may not rely on the sub goalie pool for primary goaltending duties). There is no limit to the number of goalies that a team may roster.

iii. Dual Rostering as a Goalie AND a Skater on Two Separate Teams. A Player may roster as a goalie and as a skater on two (2) different teams under the following conditions:

(a) The Player must qualify to participate at the level in which the Player rosters for each of the two (2) positions (goalie AND skater), either by assessment or previous experience classification.

(b) As a goalie, the Player is eligible to participate in the goalie pool and substitute for another goalie at the same division or higher for which the Player is approved to play goalie. A goalie who is dually-rostered on two (2) different teams may only skate out with the team the Player is rostered on as a skater; provided, however, that the Player may not skate out with the team the Player is rostered on as a goalie.

(c) As a skater, the Player is only eligible to skate out on the team the Player rosters on as a skater. No skater will be allowed to skate out on more than one (1) team regardless of being rostered on another team as a goalie. If the skater is playing in a division lower than the division the Player qualifies to goaltend in, the Player will not be allowed to goaltend for the team she is rostered on as a skater.

(d) If the Player qualifies for post season tournament play on BOTH teams the Player is rostered on, the Player must declare to the Player’s Division Vice-President and Commissioner within seventy-two (72) hours of end of league play as to which team the Player will participate on for the post season. If the Player is the only declared goalie on the team the Player is rostered on as a goalie, and declines to participate with the Player’s goalie team, that team must choose a Player from its roster to play in the goal and will not be allowed to use the substitute goalie pool to fill the position.

(e) Regardless of which team the Player chooses to participate on for post season play, the Player may play the position in which the Player is rostered during the post season. A goalie may not skate out for her goalie team and a skater may not goal tend for her skating team during the post season.

d. Coaches.

i. Teams are encouraged, but not required, to have a coach(es) (“Coach”). In the interest of improving coaching at all levels, Coaches are encouraged, but not required, to complete Levels one (1) and two (2) of the USAH Coaching Education Program (“CEP”). Clinics are sponsored by MH and are typically held in the fall. Registration and announcement of clinic dates can be found on the MH website (www.minnesotahockey.org). Upon completion of the course, the Coach’s fee will be refunded for one (1) clinic per season. To receive the fee reimbursement, the Coach or Team Manager must submit a copy of the certificate of completion and proof of payment for such clinic to the Organization’s Treasurer.

ii. Coaches only pay and register with USAH once per season. Coaches who coach on more than one (1) team need to be on the USAH roster for EACH team. A Coach may not participate with the team until his/her name appears on the official USAH roster for that team.

e. Team Managers. Each team is required to provide contact information for two (2) individuals who will serve as Team Managers. Team Managers will receive all communications from the Organization. It is the responsibility of the Team Managers to share this information with the members of their respective team. Team Managers are also responsible for making sure that only eligible, rostered Players and Coaches are on the ice or bench during a game. Team Managers who also wish to be on the ice or in the bench area must register either as a Player or as a Coach. Only persons who appear on the team’s online roster are allowed on the ice or in the bench area. USAH’s goal is to keep persons who are strictly Team Managers (e.g. bookkeepers or schedulers) off the ice since these persons do not pay the USAH fee and are not covered by USAH liability insurance.

f. Tournament Rostering.

i. Creating the Roster. Teams that choose to participate in USAH sanctioned tournaments will need to credential and submit a roster to the USAH associate registrar two (2) weeks prior to the tournament to ensure coverage by USAH insurance. Players and Coaches may register with another team in their division or a higher classification for invitational tournament play during the Organization’s season. Only Players and Coaches who are already USAH-registered may re-roster for tournaments.

ii. Roster Eligibility. Two (2) types of Players may be added to a tournament roster:

(a) Participants who already play within the Organization but on another team/division. For this situation, please indicate all participants to appear on the tournament rosters, including Coaches. To expedite the process, alphabetize by last name. If a participant has a common name, please include the participant’s date of birth.

(b) Participants who do not play in the Organization. For this situation, the participant must either register with MN and USAH or provide proof of registration, and the participant must present the proper credentials to the Registrar. Individuals can register online at USAH. Proof of registration can be obtained from league or association administrators by request or by providing a previously registered (PR) number. Please include this number for non-Organization individuals when submitting the tournament roster.

iii. Submitting the Tournament Roster. In order to produce a revised roster, the team must submit to the Organization’s Registrar (registrar@whamhockey.org) at least two (2) weeks prior to participating in the tournament:

- (a) Name and dates of the tournament;
 - (b) List of participants comprising the tournament team;
- and
- (c) USAH PR number for participants not currently playing in the Organization.

g. Changing Teams After Registering.

i. Approval Required. No Player already listed on a team roster may change teams after the Organization’s announced first day of league play without (i) a written release from the existing Team Manager, (ii) written acceptance from the Team Manager of the new team she is joining and (iii) approval of the Board. After approval is received, a copy of the written release, acceptance and approval by the Board will be forwarded to the Organization’s Registration Coordinator who will issue a supplemental USAH roster adding the Player to her new team and omitting the Player from her original team. The Player may not participate on the new team until her name appears on an official USAH roster or supplemental roster as listed on the Organization’s website.

ii. Movement Upward Only. Once registered, a Player may only move upwards in level during a season. For example, a Player may move from the C1 Division to the B2 Division once the season has started, but such Player may not move from the B2 Division to the C1 Division. Once the Player moves upwards the Player must finish the year at the higher level. This move upwards must be completed before December 20 to be eligible for post-season tournaments. With regards to a Nationals-bound team, a Player must play in at least ten (10) sanctioned league games or tournament games to be eligible for the National tournament. The Player may not participate on the new team until her name appears on an official USAH roster or supplemental roster as listed on the Organization’s website.

iii. Board Discretion. The Board retains the authority to move Players within divisions and leagues as appropriate.

iv. Deadline and Procedure. The deadline for CHANGING teams is December 20 of the current season. To process a change:

(a) Contact the Registrar, the Division Commissioner and Division VP that a Player is being removed from the original team and give the person’s name, original team name, division and effective date. State what team and division the person is changing to.

(b) The Team Manager from the original team should send an email to the Registrar, Division Commissioner, Division Vice-President and new Team Manager releasing the Player from their team and clarifying that all financial obligations with the original team have been met.

(c) The Team Manager from the original team should use a red pen and draw a line through the Player’s name on the original team’s roster or supplemental in which their name appears; date and initial the change.

(d) If the Player does not need an assessment then the Team Manager of the new team must notify the Registrar, Division Commissioner and Division Vice-President that they wish to add the Player to their roster. Do not have the Player return to online registration to complete re-rostering; this must be handled directly with the Registrar.

(e) The Registrar will create a supplemental USAH roster adding the new Player. The Player may not play with the new team until the Team Manager of the new team receives the supplemental roster, even if they were already playing with their former team this season. By removing her officially from one (1) roster she has become un-rostered and ineligible until another team has claimed her and had officially added her to their roster.

h. Financial Obligations. A Player cannot transfer or join a team if she has any financial obligations to her previous team. The Team Manager shall notify their Division Commissioner in writing regarding a financial obligation. A list will be maintained by the Secretary. Disputes will be settled by the Vice-President of the Player’s division, except when there is a conflict of interest or lack of resolution, then the Board will resolve the dispute.

E. Scheduling, Rescheduling, and Cancelling of Games

All games shall be played according to the Organization’s official schedule and every team should make every effort to play all games scheduled. The team changing or canceling a scheduled game shall be responsible for notifying the opposing team, the Division Commissioner, and the officials as soon as the game cancellation is known.

1. Start & End Dates for League Games

The first and last dates that games may be played will be set and announced prior to the start of each season by the Board. League play will end at least ten (10) days prior to the State Tournament. Notwithstanding any division playoff games, no league games or rescheduled games shall be played within this 10-day period without approval of the Board.

2. Scheduling Meeting

Prior to the start of league play, the Organization hosts a scheduling meeting to facilitate the scheduling of all of the league’s regular season games that will take place in each Division. The attendance at the scheduling meeting is mandatory for all teams, and at least one (1) representative from each team must be present to schedule the team’s games. Each team must provide enough ice time to fulfill such team’s home game commitments for the upcoming season. The amount of ice required for each Division’s home games will be determined by the Division, and teams should contact the team’s Division Commissioner prior to the scheduling meeting to verify the amount of ice needed for the upcoming season.

3. Rescheduling a Game

a. Procedure. Teams should make every effort to reschedule the game within one (1) week (this does not mean that the game must be played within one (1) week). Before rescheduling, the teams should contact each other to agree on available future dates. In the event that both teams are cooperating but are unable to reschedule and neither team agrees to forfeit, that game is recorded as a 0-0 tie with no points awarded to either team. When one (1) team is not cooperating, the Division Commissioner shall rule. If there is a conflict, the Division Commissioner shall refer the

matter to the Division Vice-President. The Board must approve all games rescheduled within the 10-day time period before State.

b. Who Needs to Know. The team requesting/initiating the change needs to contact the following:

i. District Referee Scheduler for the district in which the arena is located so he/she can schedule referees for the teams’ new game time. A list of the districts and the District Referee Schedulers is available on the Organization’s website.

ii. League Administrator so that she may update the Organization’s website official game schedule.

iii. Division Commissioner.

4. **Cancelling a Game**

a. Weather Related. The home team should call the District Referee Scheduler in charge of the arena in which the game was to be played within twelve (12) hours of a game or as soon as possible, so the referees may be called off. If the home team does not inform the District Referee Scheduler of the change and the referees still show for the game, the home team is responsible for paying the referees. The District Referee Scheduler may also charge a “cancellation/change” fee that would also be paid by the home team. The home team must supply and pay for the new ice for the game to be played.

b. Officials Do Not Show. A game may not be played without at least one (1) MH/USAH Certified Official. If one (1) MH/USAH Certified Official is not available the game must be rescheduled. However, either of the teams may request a Player or Coach who is a certified official (or if there is another crested official in the arena) to officiate the game if both teams agree. Approval by both teams must be made prior to the start of the game, and the circumstances must be noted on the score sheet. If the game must be rescheduled, the home team must provide new ice for the game, with the cost of the new ice and referee fees split equally between the two (2) teams. The home team must notify the District Referee Scheduler to inform them that there were no officials. Some ice fees may be able to be recovered by contacting the District Referee Scheduler.

c. Team Does Not Have Enough Players. If a team does not have enough Players immediately prior to the start of a regularly scheduled game time, a forfeit occurs. The forfeiting team is responsible for the scheduling and the payment of new ice time and referees. The forfeit will be recorded as a 2-point win for the non-forfeiting team, with a 1-0 score.

d. Other Circumstances. Whichever team initiated the change in the game schedule is responsible for notifying the District Referee Scheduler. If the team does not inform the District Referee Scheduler of the change and the referees still show, the referees still get paid by the initiating team. The initiating team will also be responsible for buying new ice and any “cancellation/change” fees charged by the District Referee Scheduler. Failure to provide a new ice time within one (1) week results in the team responsible having to forfeit that game.

F. Game Protocol for League Play

1. MN/USA Hockey Playing Rules

a. MH/USA Hockey Playing Rules. The Organization will play under MH/USA Hockey Playing Rules, with the following rules emphasized:

i. Slap shots are allowed in all classifications.

ii. No body checking; a body check is one in which a Player checks an opponent from the front or from the side, thus impeding the forward progress of a Player in possession of the puck. A minor penalty is assessed for body checking. NOTE: The above rule is not intended to prohibit a Player from leaning into another Player skating in the same direction for the purpose of “riding” that Player off the puck.

iii. Women age twenty (20) and over are not required to wear internal mouthpieces and shall be permitted to wear a facemask of her choice.

iv. All Coaches involved with on ice activities, practices and scrimmages are required to wear a HECC approved hockey helmet.

v. Tag-Up Rule. League games follow the off-sides tag-up rule. If an offensive player precedes the puck that is shot, passed or deflected into the offensive zone, the official shall signal a delayed off-side. The off-side violation will be nullified if all offensive players in the offensive zone clear the offensive zone by making skate contact with the blue line of the offensive zone. The offensive zone must be completely clear of the offensive team’s players before a delayed off-side can be nullified with the puck still in the offensive zone. During the delayed off-side, the official shall stop play for the off-side violation if ANY offensive player touches the puck or attempts to gain possession of a loose puck while the puck is still in the offensive zone or forces the defending puck carrier further back in the offensive zone.

vi. Slashing. A minor slashing penalty should be imposed on any player who makes stick contact with an opposing goaltender while the goaltender is in her goal crease, if she has covered or caught the puck, regardless of whether or not the referee has stopped play. (USAH Rule 633[d]).

2. Length of Games

a. Duration and Timing of Games. Games will consist of a 5-minute warm-up period (begins at the start of the ice hour), two (2) 17-minute periods of running time, one (1) 12-minute period of stop time, and one (1) minute rest between each of the second and third periods. The third period remains stop time regardless of game score and the time remaining on the ice hour. In the event the clock has not run out when the arena signals that the ice time is over, the game is concluded at that time.

b. No Timeouts. Timeouts in regular season league games are not allowed. Timeouts shall be allowed in Division playoff games and State Tournament games as provided by the applicable rules set forth for such games.

3. Score Sheets

a. Completion. The home team supplies the score sheet for the game. Score sheets must be filled out completely, including shots on goal, saves, goals and assists. Coaches, referees and minor officials should all sign the score sheet. Game misconducts, referee complaints and issues with team rosters and minor officials should be CLEARLY noted and described on the score sheets. When in doubt, write all comments on the game score sheet. Each affected team should follow up by contacting its respective Division Commissioner.

b. Submission. Within seven (7) days following the game, the winning team (or home team in the event of a tie) is responsible for updating game stats on the Organization’s website and for sending the top white copy of the score sheet to the designated Stat Coordinator. Score sheets must be postmarked within seven (7) days after the game. Alternatively, the score sheets may be scanned and emailed to the designated Stat Coordinator if they are legible. Confirmation that the Stat Coordinator received the score sheet within seven (7) days of the game is required. If the score sheet is not received by mail or email within seven (7) days following the game, the game becomes a forfeit with no points awarded to either team. If tied, the home team forfeits its point and the visiting team retains its point.

4. Penalties

a. Time Limits. A penalty will start when the puck is dropped if play has been stopped and the clock is running. Minor penalties are two (2) minutes, major penalties are five (5) minutes and misconducts are ten (10) minutes during either running or stop time.

b. Game Penalties & Ejections. In any regularly scheduled game, if any one (1) Player is assessed three penalties (regardless of the minutes associated with those penalties), the Player will be ejected for the remainder of that game and will serve a one-game suspension. If any Player should have three such ejection/suspensions within the same season, that Player will be subject to an additional two-game suspension by the Division Commissioner. All game suspensions are to be served during the Player’s team’s next Organization-sponsored game(s) (not scrimmages) regardless if those games occur post-season. If there are no further Organization-sponsored games to be played for the Player’s team in the current season, any such suspension of games will be carried over to the start of the Organization’s next season. Team Managers are responsible for notifying the Commissioner of game suspensions and for assuring that the penalized Player serves the suspension(s).

c. Game Misconducts. Any Player receiving a game misconduct during an Organization-sanctioned game must not play in the next scheduled Organization-sanctioned game or Organization-sanctioned tournament. Misconducts are to be reported by the District Referee to the Board within twenty-four (24) hours of the incident. A second misconduct results in an automatic two-game suspension. A third misconduct draws a Board review.

d. 10 Minute Misconducts. Any Player receiving a 10 minute misconduct during an Organization-sanctioned game must not play in the next scheduled Organization-sanctioned game or Organization-sanctioned tournament. Misconducts are to be reported by the District Referee to the Board within twenty-four (24) hours of the

incident. A second misconduct results in an automatic two-game suspension. A third misconduct draws a Board review.

e. Match Penalties. A Player may not participate in further Organization-sanctioned games until the Board convenes a hearing to determine the Player’s status within in the Organization.

5. Officials-Referees

a. Scheduling. Referees are coordinated through the Organization for all Organization teams with the exception of the teams located in the Duluth, Minnesota area. To schedule referees for games to be played in the Duluth, Minnesota area, contact the Referees’ Association in the MH District where the arena is located in order to arrange officials. Districts and contact information can be found on the Organization’s website.

b. Certification. All games must be officiated by two (2) MH/USAH-certified officials, as designated by the officiating “crest” worn on the referee’s left chest. Per USAH Rules, games without at least one (1) USAH certified officials do not count.

c. Payment. The home team is responsible for payment of these officials and payment will be on the day of the game or by prior agreement. If there is an issue concerning either the attendance or the performance of a referee, please utilize the **Officials Conduct Complaint Form** located under the Rules/Forms header at www.WHAMhockey.org. Fill in the form and submit to your division VP. Your division VP will forward to our referee liaison.

d. Conflicts of Interest. Referees must not officiate games within the same division in which they play (i.e., a B2 Player must not officiate B2 games) and/or officiate games involving family members. Board members are prohibited from refereeing State Tournament games.

e. Complaints. If there is a complaint concerning a referee or the quality of a game, write all comments on the score sheet. Complete the *Officials Conduct Complaint Form* (found on the Organization’s website) and send it, along with a copy of the score sheet to the Organization’s Referee Liaison and the respective Division Commissioner (contact information on the Organization’s website). The winning team must still submit the white score sheet to the Stat Coordinator by the required deadline.

f. Using One Referee. When there is only one (1) MH/USAH Certified Official available, the game can still be played if both teams agree prior to the start of the game. The referee who showed is paid his/her normal fee. Teams are not required to pay for the referee who failed to show. The teams should note on the score sheet that only one (1) referee was at the game. If both teams do not agree to play with one (1) referee, the game must be rescheduled on the home team’s ice. The cost of the new ice and referee fees will be split equally between the two (2) teams.

g. No Referees. A game may not be played without at least one (1) MH/USAH Certified Official. See Section III, E, 4b for the procedure for when no referees are present for the game.

h. Zero Tolerance Policy. USAH, MH and the Organization enforce a Zero Tolerance Policy whereby referees do not have to accept any form of abuse from Players, Coaches, Team Managers or fans. Teams will be held responsible for the actions of its Players, Coaches, Team Managers and fans if a situation occurs. Penalties and/or disciplinary action may be assessed by the Board.

6. Minor Officials-Timekeeper & Scorekeeper

The home team is responsible for providing an adult(s) (aged eighteen (18) years or older) to run the time clock and keep score. If the home team does not provide an adult to keep the score sheet and run the clock, the home team must use a Player for these duties or forfeit the game.

7. Captains

Each team shall have a maximum of three captains. Captains and alternates must be marked with a C or A on the left front shoulder or arm. Only the playing captain may talk or confer with the officials.

8. Jerseys

All teams must have a set of light (predominately white) and dark jerseys for league play. The home team wears their light jerseys and the visiting team wears their dark jerseys. Jerseys must display a unique number; names are optional. Names and numbers on jerseys must match the Player name and number on the team’s roster and the game score sheet.

9. Bench Area

Any person on the Players’ bench during an Organization-sanctioned game or practice must be registered with USAH as a Player or Coach AND must be eighteen (18) years of age or older. No one else is allowed in the bench area, including children or pets. This is a USAH Rule. If someone is injured on either team and a person on the bench or the ice is not registered with USAH and therefore does not have USAH insurance, insurance for EVERYONE is invalid for that game or practice ice.

10. Electronic Communication

No electronic devices will be allowed during any regular-season league game and the Organization’s State Tournament for the purpose of communication between any Player, Team Manager and/or Coach on the bench with any other person not on the bench. Devices banned include cell phones, PDAs, walkie-talkies, pagers, etc. An exception shall be made for any on-call medical person or other emergency personnel.

11. Injuries

a. Treatment. Every team should have at least one (1) Coach or team member certified in CPR and First Aid. If an injury appears serious, do not hesitate to call 911.

b. Referee’s Role. The referee is responsible for deciding when to stop play for an injury. Due to insurance regulations, the referee cannot treat an injured Player. If the injury is serious, call 911.

c. Stopping the Game Clock. Except for the third period (the clock is stopped when the whistle blows), the referee will decide whether to stop the clock or not. Because games must be completed within one (1) hour, the referee will most likely NOT stop the clock.

d. Catastrophic Injuries. In the case of a catastrophic injury (an injury that is life-threatening and/or causes paralysis), contact the respective Division Commissioner, the MH Women’s Director and the MN District/MH Risk Manager (Bruce Kruger; 763-478-4671; brucek@minnesotahockey.org) as soon as possible after the injury.

e. All other injuries. If the injury is not catastrophic, a Player can still take advantage of the insurance coverage provided by USAH. The injured Player must complete the *USAH Case Report & Accident Medical Insurance Claim Form* (available on the Organization’s website) and follow the instructions for submission on the form.

G. Division Standings

1. Points

a. General. A designated standings keeper shall be responsible for maintaining the records of games and standings for each division. Standings in the divisions shall be determined by a point system as follows:

Win: two (2) points

Tie: one (1) point

Loss or forfeit: zero (0) points

b. College Recreational Games. See point assignments for games played by college recreational teams under Section III, C, 4.

2. Ties

If two (2) or more teams have an equal number of points after all games have been played, a team’s position in the standings shall be determined by:

a. The results of the games played between the tied teams in the following order:

i. The points acquired in these games.

ii. Subtracting goals scored against from goals scored in these games. The team’s position shall be in the order of the greatest surplus.

iii. Dividing the goals scored in these games by the goals scored against. The team’s position shall be determined in order of the greatest quotient.

b. If, after applying the formulas above, the tie still exists, Sections III, G, 2, a (ii) and (iii) shall be applied using the total of all the games played by each team. When the tie involves three or more teams, each formula shall be applied in succession until one (1) formula determines the position in the standings for ALL the teams involved.

3. Willful Forfeit

A second willful forfeit during the season by a team will result in the loss of two additional existing points for that team, three points for a third forfeit, etc.

H. Post Season Tournament Play

1. Division Champions

Division champions shall be determined by the standings of teams at the end of league play

2. WHAM Tournament

a. Number of Teams.

i. General. In each Division, the top four (4) teams will qualify to participate in the WHAM Tournament as determined by the final Division standings or by the tiebreaker rules as described in Section III, G, 2, a.

ii. Divisions with Fifteen or more Teams. Prior to the start of league play for each season, the Divisions that have fifteen (15) or more teams shall vote on the process of determining the top four (4) teams who will represent that Division in the WHAM Tournament from one (1) of the three options listed below:

(a) The top four (4) teams in the Division as determined by overall points at the end of league play;

(b) The top team in each of the Division’s subdivisions as determined by overall points at the end of league play, and then the next two (2) teams in the Division as determined by overall points at the end of league play; or

(c) The top two (2) teams in each of the Division’s subdivisions as determined by overall points at the end of league play.

The Division Commissioner shall record the results of the votes from each of the teams in the Division and notify the respective Division Vice-President of the Division’s determination.

b. Player Eligibility. To be eligible for the WHAM Tournament, Players must be rostered with a team by December 20. Playing on two (2) teams in any capacity is prohibited.

c. Substitute Goalie. A substitute, pool goaltender may only play in the WHAM Tournament if the primary, rostered goaltender is not available. The Team Manager is responsible for contacting the Division Vice-President to obtain approval

before participating. A goaltender may not participate on more than one (1) team in the WHAM Tournament.

3. USA National Tournament

a. Advancing to Nationals. The WHAM Tournament or League Champion (as determined by the Board) shall advance to the National Tournament; provided, however, that such team has met the eligibility and rostering qualifications as provided in the Rules. If the Champion has not elected to participate in Nationals, the next available, and eligible, team by placement (2nd, 3rd, 4th) will advance to the National Tournament.

b. Declaration of Classification Deadline. The President of the Organization will advise the MH Women’s Director and the Minnesota District Registrar in writing by October 31 of the classifications they will enter teams in the National Tournament. The Organization may enter two (2) teams in the A Division, one (1) team in the B Division and one (1) team in the C Division.

c. Intent to Participate Deadline. Any team intending to participate in the National Tournament must declare its intent in writing and it must be received by the MH Women’s Director no later than October 1. Teams must also provide to the Organization a \$250 deposit made payable to the Organization on or before October 31. If a team fails to attend Nationals, they shall forfeit its \$250 fee. Money shall be refunded to teams not selected to attend Nationals no later than April 15 of that year.

d. Qualifying Number of Games. Any team desiring to participate in the National Tournament must have competed as a team unit against other USAH registered teams in at least fourteen (14) games and each Player must participate in ten (10) games during the season.

I. Other Tournament Play

1. Invitational Tournaments. All Organization-sponsored Invitational Tournaments sanctioned by MH and USAH must follow the rules for sanctioning as they appear in the MH Bylaws and the MH Tournament Guidebook.

IV. GRIEVANCES

A. Formation

As established by the Section 5.01 of the Organization’s Bylaws, a Grievance Committee (“GC”) will hear and decide on all grievances. The Board shall appoint one (1) representative from each Division at the fall meeting. The President of the Organization will appoint a member of the Board, who is not the MH Women’s Director, to be the chairperson of the GC.

B. Definition of Grievance

A grievance is defined as any dispute or complaint regarding actions or conduct of a Player, or a team or league-associated incident. A grievance is NOT protesting an Organization-imposed fine/penalty or rule.

C. Process for Filing a Grievance

A Player, a Team, a Coach, and/or a Team Manager may file a grievance (the “Filing Party”). All grievances must be submitted in writing to the Division Commissioner using the Organization’s *Grievance Form*, which is available on the Organization’s website. All grievances arising out of game situations must be postmarked or emailed no later than seventy-two (72) hours after the game ending time. All other grievances must be forwarded to the respective Division Commissioner in a prompt manner. Notwithstanding the previous deadlines, any grievance arising out of the current season’s league play must be filed no later than seventy-two (72) hours after the last day of league play as determined by the Board.

D. Notice

The Member to which a grievance was filed (the “Grieved Member”) shall be notified and provided a copy of the grievance filed by the Filing Party within 48 hours of the Board’s decision to convene the GC.

E. Quorum for GC Meeting

The presence of a majority of the appointed representatives of each of the Divisions of the Organization shall constitute a quorum for convening a meeting of the GC.

F. Decisions

1. GC Decision. Each GC member will be given one (1) vote with the Chairperson only voting in event of a tie. Members shall abstain from voting in any decision involving a team from its respective Division. The GC has the discretion to go outside of the Organization’s rules and procedures to render its decision upon the grievance.

2. Appeal to the Board. The GC’s decision may be appealed to the Board (the “Appeal”). The appealing party (the “Appealing Party”) has 48 hours from the date of the receipt of the GC’s decision to notify the Organization’s Board in writing of the Appealing Party’s intent to appeal the decision of the GC. The Appealing Party shall provide the Board with a written explanation of the grounds upon which it is making the Appeal.

3. Appeal to MH Women’s Director. The Board’s decision on the Appeal may be appealed to the MH Women’s Director (the “MH Women’s Director Appeal”). The Appealing Party has 48 hours from the date of the receipt of the Board’s decision on the Appeal to notify the MH Women’s Director in writing of the Appealing Party’s intent to appeal the decision of the Board (the “Board Appeal”). The Appealing Party shall provide MH Women’s Director with a written explanation of the grounds upon which it is making the Board Appeal.

G. Continued Participation

The Grieved Member may continue to participate in the league unless she is notified by the GC or the Board.

H. Penalties

May include, but are not limited to, suspension from games and/or league, suspension from post-season play, and/or forfeiture of games played.

End of the Organization’s Operating Rules

V. BYLAWS

ARTICLE I. OFFICES

Section 1.01. Registered Office. The registered office of the Women’s Hockey Association of Minnesota (the “Organization”) in the State of Minnesota shall be as stated in the Articles of Incorporation (the “Articles”), or at such other place within the state as the Board of Directors (or the “Board”) may designate from time to time.

Section 1.02. Other Offices. The Organization may have such other offices within and without the State of Minnesota as the Board may determine.

ARTICLE II. MEMBERS

Section 2.01. Members. The following shall be deemed to be a Member (as defined herein) of the Organization for each Membership Year: each team registered with the Organization who is in good standing with USA Hockey and Minnesota Hockey (“MH”) (the “Member”). The membership year shall commence September 1 of each year and end on August 31 of the following year. There shall be no limit on the number of Members.

Section 2.02. Voting. Each Member of the Organization shall have one (1) vote at all meetings of Members.

Section 2.03. Member Representative. Each Member shall appoint two (2) individuals to serve as the principal contact with the Organization (the “Member Representative” and the “Alternate Member Representative”). The Member Representative shall cast any vote to be cast by the Member and shall have the authority to bind the Member to any financial obligation that accompanies membership in the Organization. In the event that the Member Representative cannot fulfill its duties to the Member, the Member shall direct the Alternate Member Representative to act on behalf of the Member. The Member may change its Member Representative or its Alternate Member Representative by submitting the name of such the Member Representative to the Organization in writing signed by an individual, or by email, with the authority to legally bind the Member. In no event shall a Member Representative represent more than one (1) Member at any meeting of the Members.

Section 2.04. Termination of Membership. A membership shall be automatically terminated at such time as a Member is no longer eligible for membership as provided in Section 2.01 of this Article II.

ARTICLE III. MEETINGS OF MEMBERS

Section 3.01. Bi-Annual Meeting. The bi-annual meetings of the Members of this Organization for the purposes of the election of Directors, the presentation of reports on the activities and financial condition of the Organization and any others business properly brought before the Members of the Organization shall be held in the Spring and the Fall of each year as may be designated from time to time by the Board and at the place, within or without the State of Minnesota, designated from time to time by the Board. The bi-annual meetings may be held in an electronic format where information is communicated electronically to Members and

receipt of the information is electronically acknowledged by the Members. In this case, quorum is obtained when a majority of Members of the Organization have acknowledged receipt of information by a specified deadline determined by the Board. Any voting done via this format shall only be tallied after the deadline for confirmation of information receipt has passed and only if quorum has been reached. It is the normal obligation of each Member to attend each bi-annual meeting in whatever format that meeting occurs. Notification shall be by newsletter, the Organization's website, electronic mail, facsimile, or other postal service mailed first class at least thirty (30) days prior to the meeting date. Such notice shall contain the date, time and place of the meeting or an expected date by which electronic meeting information shall be received.

Section 3.02. Special Meetings. Special meetings of the Members of the Organization may be called at any time by (i) the President, (ii) three (3) members of the Board, or (iii) upon written request of at least ten percent (10%) of the Members of the Organization whichever is less. Anyone entitled to call a special meeting of the Members may make written request to the Secretary to call the meeting, and the Secretary shall then give notice of the meeting, setting forth the time, place and purpose thereof, to be held no later than twenty-one (21) days after receiving the request. If the Secretary fails to give notice of the meeting within seven (7) days from the date on which the request is received, the Member or Members who requested the meeting may fix the time and place of the meeting and give notice thereof in the manner hereinafter provided. If a special meeting is demanded by the Members, the meeting shall set by the Board. The business transacted at a special meeting is limited to the purposes stated in the notice of the meeting.

Section 3.03. Notice. Notice of each meeting of the Members stating the date, time and place thereof, shall be made by the following means: newsletter, the Organization's website, electronic mail, fax, or other postal service mailed first class. The notice shall be made no less than thirty (30) days before the meeting, excluding the day of the meeting, to each Member.

Section 3.04. Members List for Meeting. The Board shall fix a date not more than thirty (30) days before the date of a meeting of the Members as the date for determination of the Members entitled to notice of the meeting. If the Board fails to set such a date, the date shall be the thirtieth (30th) day before the date of the meeting. After fixing a record date for a meeting, the Secretary shall prepare a list of the names by Division (in alphabetical order), and addresses of each member entitled to vote at the meeting. Beginning two (2) business days after notice of the meeting is given, the list shall be available at the registered office of the Organization for inspection and copying on written demand by any Member (or the agent or attorney of any Member), at the Member's expense, for the sole purpose of communication with other Members concerning the meeting. The list shall be made available through the date of the meeting and at the meeting.

Section 3.05. Voting; Quorum. In order to cast a vote at any meeting of the Members, the Member must be present in person. No Member may vote by proxy. Cumulative voting shall not be permitted. The presence of a majority of the Members shall constitute a quorum at any meeting thereof. The Members present and entitled to vote at any meeting, although less than a quorum, may adjourn the meeting from time to time until a quorum is present. A majority vote of the Members present and entitled to vote at any meeting at which a quorum is present shall be sufficient to transact any business. When any meeting of the Members is adjourned to another time and place, notice of the adjourned meeting need not be given other than by announcement at the meeting at which adjournment is taken.

ARTICLE IV. BOARD OF DIRECTORS

Section 4.01. General Powers. The general governance, management and direction of the Organization shall be vested in the Board of Directors (the “Board”), which shall be authorized to exercise all corporate powers except as limited by law, the Internal Revenue Code of 1986, as amended, the Articles, or these Bylaws.

Section 4.02. Number, Appointment, and Qualification. The Board shall be composed of not less than five (5) nor more than ten (10) individuals. No more than two (2) persons from the same Member team or MH Association may serve at the same time as a member of the Board. Any newly created Directorships shall initially be filled by the Board. With the exception of the Vice-President A Division, Vice-President B Division, and Vice-President C Division, all Directors shall be elected by an affirmative vote of the Members at the Spring meeting. The members of the A, B and C divisions shall each elect their respective Division Vice-President. Each Director elected by the Members, and any Director elected by the Board to fill a newly created Directorship, shall serve until such Director’s successor is elected and qualified.

Section 4.03. Titles and Duties of Directors The Board shall consist of the: President, Treasurer, Secretary, Vice-President A Division, Vice-President B Division, Vice-President C Division, Past President and MH Women’s Director.

4.3.1. President. The President shall preside at all meetings of the Board, actively manage the business and affairs of the Organization, and see that all orders and resolutions of the Board are carried into effect. The President shall be responsible to the Board for the application and implementation of established policies in the operations of the Organization. The President may execute on behalf of the Organization all contracts, deeds, conveyances and other instruments which may be required or authorized by the Board. In general, the President shall perform all duties usually incident to the office of President and all duties prescribed by the Board.

4.3.2. Secretary. The Secretary shall attend all meetings of the Board and shall record or cause to be recorded all proceedings of such meetings in the minute book of the Organization. The Secretary shall give or cause to be given proper notice of all meetings of the Board. If one (1) or more assistant secretaries are elected or appointed by the Board, the Secretary may delegate thereto any of the foregoing duties. The Secretary shall perform such other duties as prescribed by the Board or by the President.

4.3.3. Treasurer. The Treasurer shall be responsible for the keeping of accurate financial records for the Organization. The Treasurer shall be responsible for the depositing of all moneys, drafts, and checks in the name of and to the credit of the Organization in such banks and depositories as the Board may, from time to time, designate. The Treasurer shall have power to endorse for deposit all notes, checks, and drafts received by the Organization and issue checks and drafts in the name of the Organization as ordered by the Boards, making proper vouchers for deposit. The Treasurer shall disburse the funds of the Organization as ordered by the Board, making proper vouchers therefor. The Treasurer shall render to the President and the Board, whenever requested, an account of all his or her transactions as Treasurer and of the financial condition of the Organization. If one (1) or more assistant Treasurers are elected or appointed by the Board, the Treasurer may delegate thereto any of the

foregoing duties. The Treasurer shall attend all meetings of the Board. The Treasurer shall perform such other duties as prescribed by the Board or by the President.

4.3.4. Division Vice-Presidents. The term “Division Vice-Presidents” includes, but is not limited to, the A Division, the B Division, and the C Division, or such divisions as shall be established from time to time by the Board. It shall be the duty of the Division Vice-Presidents, to appoint, organize, supervise and manage the duties of Division Commissioners, including, but not limited to, ensuring that the Division Commissioners: (i) supervise and enforce the rules and regulations of the Organization; (ii) meet with his/her respective Member teams to organize all aspects of the league each year; (iii) coordinate game scheduling; (iv) ensure statistical standings are correct and up to date; (v) collect any assessed fees and work in conjunction with the Treasurer to collect such fees; (vi) mediate issues between Member Teams; (vii) act as a liaison between Member teams and its associated Division Vice-President; (viii) attend meetings as directed by the Division Vice-President; (ix) attend Board meetings as directed by the Division Vice-President or the Board; (x) assist in organizing and volunteering at the League End of Season Tournament; and (xi) enforce the rules and regulations of MH, including tournament play. The Division Vice-Presidents shall be a liaison between Member teams in their respective Division, the Division’s Commissioners, and Board. The Division Vice-Presidents shall attend all meetings of the Board. The Division Vice-Presidents shall perform such other duties as prescribed by the Board or by the President.

4.3.4.1. Division Commissioners. The Board shall establish, from time to time, divisions by skill level, including, but not limited to the following divisions: A1, A2, B1, B2, C1, C2 and C3. Each division shall be under the supervision of a Division Commissioner, who shall be appointed by the respective Division’s Vice-President but who is not considered to be a Board member. It shall be the duty of the Division Commissioners to assist the Division Vice-President in: (i) supervising and enforcing the rules and regulations of the Organization; (ii) meeting with his/her respective Member teams to organize all aspects of the league each year, (iii) assisting with the coordination of game scheduling; (iv) ensuring statistical standings are correct and up to date; (v) collecting any assessed fees and working in conjunction with the Treasurer to collect such fees; (vi) mediating issues between Member Teams; (vii) acting as a liaison between Member teams and its associated Division Vice-President; (viii) attending meetings as directed by the Division Vice-President; (ix) attending Board meetings as directed by the Division Vice-President or the Board; (x) organizing and volunteering at the League End of Season Tournament; and (xi) other duties as assigned by the Division Vice-President or the President of the Organization.

4.3.5. Past President. For a period of twelve (12) months following the end of the President’s term, including all terms for which such President has been re-elected to the Board, such Past President shall attend the meetings of the Board as may be requested from time to time by any member of the Board, provided, however, that any request to attend a meeting of the Board shall be given to the Past President no sooner than seven (7) days prior to the date of such meeting. In general, the Past President shall perform all duties prescribed by the Board.

4.3.6. Minnesota Hockey Women’s Director. Duties of the Minnesota Hockey Women’s Director (the “MH Women’s Director”) shall be to organize, supervise and

enforce the rules and regulations of Minnesota Hockey, including tournament play, and to perform such other duties as assigned by the Board and/or President of MH. The essential responsibilities of the MH Women’s Director shall be: (i) represent registered women hockey playing members as a voting member of MH Board of Directors; (ii) coordinate adult women’s hockey throughout the state; (iii) act as a liaison between MH and adult women’s programs such as the MH Rules Committee, the MH Officials Association, the MH Screening Committee, and the state and/or district registrar; (iv) attend MH scheduled meetings and provide a written report on women’s hockey; and (v) attend the meetings of the Board as may be requested from time to time by any member of the Board, provided, however, that any request to attend a meeting of the Board shall be given to the MH Women’s Director no sooner than seven (7) days prior to the date of such meeting.

Section 4.04. Term. All Directors, except for the MH Women’s Director, shall be elected to a two (2) year term and until his or her successor shall have been duly elected and qualified or until the earlier death, resignation, removal or disqualification of such Director. The President, Treasurer, B Division Vice-President shall be elected in years ending with an even number, and the Secretary, C Division Vice-President and A Division Vice-President shall be elected in years ending with an odd number. The MH Women’s Director shall be elected to a three (3) year term, with such initial election occurring during the year 2010.

Section 4.05. Vacancies. Any vacancy occurring on the Board may be filled by the affirmative vote of a majority of the Directors then holding office at any meeting of the Board. A Director elected to fill a vacancy shall hold office for the unexpired term of the vacated Director position.

Section 4.06. Removal of Directors. Any one (1) or more of the Directors may be removed by the Members at any time, with or without cause, in accordance with applicable law. The Board may remove any Director who: (i) has failed to attend two (2) or more regular meetings of the Board for which notice was properly given during any calendar year; (ii) has failed to perform the Director’s duties as defined in Section 4.03 of these Bylaws or acts in an unprofessional or unethical manner, provided, however, that such Director has received written notice of the acts, behavior or omissions that constitute either failure to perform the Director’s duties under Section 4.03 of these Bylaws, or unprofessional or unethical, and that such Director shall have a reasonable opportunity to correct such performance, which in no event shall be less than thirty (30) days nor more than sixty (60) days; (iii) has been declared of unsound mind by a final order of a court of competent jurisdiction; (iv) has been convicted of or plead no contest to a felony; (v) has been found by a final order or judgment of a court of competent jurisdiction to have breached any duties imposed by Chapter 317A of the Minnesota Statutes.

Section 4.07. Resignation of Directors. A Director may resign at any time by giving written notice to the Board. Such resignation shall be effective upon delivery of the notice to any Officer of the Organization unless a later effective date is specified in the notice.

Section 4.08. Compensation of Directors. Directors shall serve without compensation, however, the Board may approve reimbursement of a Director’s actual and necessary expenses while conducting business for the Organization.

ARTICLE V. MEETINGS OF BOARD OF DIRECTORS

Section 5.01. Annual Meetings of Board. An annual meeting of the Board of the Organization for the purpose of transacting such business as may properly come before the meeting shall be held each year at such time and place as the Board may designate; provided, however, that no other business with respect to which special notice is required by these Bylaws shall be transacted unless such notice shall have been given.

Section 5.02. Regular Meetings. Regular meetings of the Board may be held from time to time at such time and place as the Board may designate.

Section 5.03. Special Meetings. A special meeting of the Board may be called for any purpose or purposes at any time by any Officer or upon written request of any three (3) Directors of the Organization. Special meetings of the Board shall be held at the principal office of the Organization or at such other place as the Board may designate.

Section 5.04. Notice of Meetings. Written notice of each regular and special meeting of the Board stating date, time, and place and, in the case of a special meeting, the purpose thereof, shall be made by the following means: newsletter, the Organization’s website, electronic mail, fax, or other postal service mailed first class. The notice shall be made not less than five (5) nor more than thirty (30) days prior to the meeting to each Director entitled to vote at the meeting at his or her last address according to the available records of the Organization. No business shall be transacted at a special meeting except that which has been specified in the notice of meeting.

Section 5.05. Waiver of Notice. A Director may waive notice of a meeting of the Board. A waiver of notice by a Director entitled to notice is effective whether given before, at, or after the meeting, and whether given in writing, orally, or by attendance. Attendance by a Director at a meeting is a waiver of notice of that meeting unless the Director objects at the beginning of the meeting to the transaction of business because the meeting is not lawfully called or convened and does not participate in the meeting.

Section 5.06. Voting. The following Directors shall each have the right to one (1) vote at all meetings of the Board: President, A Division Vice-President, B Division Vice-President, C Division Vice-President, Treasurer and Secretary (collectively the “Voting Directors”). The following Directors shall not have a vote on matters brought before Board: Past President and MH Women’s Director (collectively the “Non-Voting Directors”). Except as otherwise provided in the Minnesota Statutes, the Articles, or these Bylaws, all questions at a meeting of the Board at which a quorum is present shall be decided by the affirmative majority vote of the Voting Directors present in person at the meeting.

Section 5.07. Quorum. At each meeting of the Board, the presence in person of at least one-half of the Voting Directors currently holding office shall be necessary to constitute a quorum for the transaction of business. In the absence of such a quorum, any meeting may be adjourned from time to time by a majority of the Directors present. If a quorum is present when a duly called or held meeting is convened, the Directors present may continue to transact business until adjournment, even though the withdrawal of Directors originally present leaves less than the proportion or number otherwise required for a quorum.

Section 5.08. Adjournments. If any meeting of the Board is adjourned to another time or place, no notice as to such adjourned meeting need be given other than by announcement at

the meeting at which such adjournment is taken. At an adjourned meeting at which a quorum is present, any business may be transacted that might have been transacted at the meeting as originally noticed.

Section 5.09. Meetings by Electronic Communication. A conference among Directors by means of communication through which the Directors may simultaneously hear each other during the conference is a board meeting if the same notice is given of the conference as would be required for a meeting and if the number of Directors participating in the conference is a quorum. Participation in a meeting by this means is personal presence at the meeting.

Section 5.10. Action Without a Meeting. Any action required or permitted to be taken at a meeting of the Board may be taken by written action signed by the number of Voting Directors who would be required to take the same action at a meeting of the Board at which all Voting Directors were present; provided, however, that all Voting Directors must be notified immediately of its text and effective date; and provided further that the written action is effective when signed by the required number of Voting Directors, unless a different effective time is provided in the written action. Failure to provide the notice does not invalidate the written action. A Voting Director who does not sign or consent to the written action is not liable for the action.

Section 5.11. Conflict of Interest. The Board shall conduct all of its meetings and business in accordance with the provisions of §317A.255 of the Minnesota Nonprofit Corporation Act.

ARTICLE VI. COMMITTEES

Section 6.01. Other Committees. The Board may designate one (1) or more other committees from time to time, as described in Exhibit A to these Bylaws, and may adopt such regulations as it deems advisable with respect to the membership, authority, and procedures of such committees.

Section 6.02. Rules of Procedure. Subject to these Bylaws, and to such regulations as the Board may adopt from time to time, each committee designated by the Board may fix its own rules of procedure and may hold meetings at such times and places as it may, from time to time, determine.

Section 6.03. Meetings by Electronic Communication. A conference among committee Members by a means of communication through which the committee Members may simultaneously hear each other during the conference is a committee meeting if the same notice is given of the conference as would be required for a meeting and if the number of committee Members participating in the conference is a quorum. Participation in a meeting by this means is personal presence at the meeting.

Section 6.04. Notice of Meetings. Written notice of each meeting of the committee Members stating date, time, and place shall be made by the following means: newsletter, the Organization’s website, electronic mail, fax, or other postal service mailed first class. The notice shall be made not less than five (5) nor more than thirty (30) days prior to the meeting to each committee member at his or her last address according to the available records of the Organization; provided, however, that if the day or date, time, and place of a committee meeting has been announced at a previous meeting of the committee, notice is not required.

Section 6.05. Waiver of Notice. A committee member may waive notice of a meeting of a committee. A waiver of notice by a committee member entitled to notice is effective whether given before, at, or after the meeting and whether given in writing, orally, or by attendance. Attendance by a committee member at a meeting is a waiver of notice of that meeting unless the committee member objects at the beginning of the meeting to the transaction of business because the meeting is not lawfully called or convened and does not participate in the meeting.

Section 6.06. Quorum. At each meeting of a committee, the presence in person of at least a majority of the currently appointed committee Members shall be necessary to constitute a quorum for the transaction of business. In the absence of such a quorum, any meeting may be adjourned from time to time by a majority of the committee Members present. If a quorum is present when a duly called or held meeting is convened, committee members present may continue to transact business until adjournment, even though the withdrawal of committee members originally present leaves less than the proportion or number otherwise required for a quorum.

Section 6.07. Voting. Except as otherwise provided in the Minnesota Statutes, the Articles, or these Bylaws, all questions at a meeting of a committee at which a quorum is present shall be decided by the affirmative vote of a majority of the committee members entitled to vote and who are present in person at a duly held meeting.

Section 6.08. Adjournments. If any meeting of a committee is adjourned to another time or place, no notice as to such adjourned meeting need be given other than by announcement at the meeting at which such adjournment is taken. At an adjourned meeting at which a quorum is present, any business may be transacted that might have been transacted at the meeting as originally noticed.

Section 6.09. Action Without a Meeting. An action required or permitted to be taken at a committee meeting may be taken by written action signed by the number of committee members who would be required to take the same action at a meeting of the committee at which all committee members were present; provided, however, that all committee members must be notified immediately of its text and effective date and provided further that the written action is effective when signed by the required number of committee members unless a different effective time is provided in the written action. Failure to provide the notice does not invalidate the written action. A committee member who does not sign or consent to the written action is not liable for the action.

Section 6.10. Minutes. Committees shall keep full and complete records of all meetings and actions. Minutes of committee meetings must be provided to the Secretary of the Organization within ten (10) days of such meeting, and such minutes must be made available upon request to members of the committee and to all Directors.

ARTICLE VII. INDEMNIFICATION OF OFFICERS, DIRECTORS, EMPLOYEES AND AGENTS

Section 7.01. General. The Organization shall indemnify its Officers, Directors, committee members, and agents in the manner set forth in Minnesota Statutes Section 317A.521, provided the Organization has made such determination or determinations, if any, as it may reasonably require to establish that the standards set forth in Minnesota Statutes Section 317A.521, subd. 2, have been met. In addition, the Organization may, in the sole discretion of its Board, indemnify such persons or any other person under such circumstances

or different circumstances as the Board shall deem appropriate as long as the Board reasonably believes such indemnification to be in the best interests of the Organization.

Section 7.02. Advancement of Expenses. If a person is made or threatened to be made a party to a civil, criminal, administrative, arbitration, or investigative proceeding, including a proceeding by or in the right of the Organization, the person is entitled, upon written request to the Organization, to payment or reimbursement by the Organization of reasonable expenses, including attorneys’ fees and disbursements, incurred by the person in advance of the final disposition of the proceeding upon receipt by the Organization of a written affirmation by the person of a good faith belief that the criteria for indemnification described in Section 7.01 above have been satisfied and a written undertaking by the person to repay the amounts paid or reimbursed by the Organization if it is determined that the criteria for indemnification have not been satisfied; and after a determination that the facts then known to those making the determination would not preclude indemnification under this section. The written undertaking is an unlimited general obligation of the person making it but need not be secured and must be accepted without reference to a financial ability to make the repayment.

Section 7.03. Rights Not Exclusive. The indemnification provided by this article shall continue as to a person who has ceased to be a Director, Officer, employee, or agent and shall inure to the benefit of the heirs, executors, and administrators of such a person. Nothing contained in this article shall affect any rights to indemnification to which the Organization’s personnel, other than Directors and Officers, may be entitled by contract or otherwise under law.

Section 7.04. Insurance. The Organization may buy and maintain insurance on behalf of any person who is or was a Director, Officer, employee, or agent of the Organization or who is or was serving at the request of the Organization as a Director, Officer, employee, or agent of another Organization, partnership, joint venture, trust, or other enterprise against any liability asserted against him or her and incurred by him or her in any such capacity.

ARTICLE VIII. FISCAL MATTERS

Section 8.01. Accounting Year. The accounting year of the Organization shall be commence on September 1 and end on August 31 of each year.

Section 8.02. Contracts. The Board may authorize such Officer or Officers, agent or agents, to enter into any contract or execute and deliver any instrument in the name of and on behalf of the Organization, and such authority may be either general or confined to specific instances. Contracts and other instruments entered into in the ordinary course of business may be executed by the President, or, in the absence of, or pursuant to a delegation by, the President, by such Officer designated to act in the place of or in the absence of the President, without specific Board authorization.

Section 8.03. Authority to Borrow; Encumber Assets. No Director, Officer, agent, or employee of this Organization shall have the power or authority to borrow on its behalf, to pledge its credit, or to mortgage or pledge its property except within the scope and to the extent of the authority delegated by resolutions adopted from time to time by the Board. The authority may be given by the Board for any of the above purposes and may be general or limited to specific instances.

Section 8.04. Checks, Drafts, Etc. All checks, drafts or other orders for the payment of money issued in the name of the Organization shall be signed by such Officer or Officers, agent

or agents of the Organization and in such manner as shall be determined by resolution of the Board or by the President or Treasurer upon delegation by the Board.

Section 8.05. Deposits. All funds of the Organization not otherwise employed shall be deposited from time to time to the credit of the Organization in such banks, trust companies or other depositories as the Board or the President or Treasurer upon delegation by the Board may select.

Section 8.06. Maintenance of Records; Audit. The Organization shall keep at its registered office correct and complete copies of its Articles and Bylaws, accounting records, voting agreements, and minutes of meetings of Members, Board, and committees having any of the authority of the Board for the last six (6) years. All such other records shall be open to inspection upon the demand of any member of the Board of the Organization. The Board shall cause the books and records of account of the Organization to be audited by certified public accountants, to be selected by the Board, at least once in each fiscal year and at such other times as it may deem necessary or appropriate.

Section 8.07. Corporate Seal. The Organization shall have no corporate seal.

ARTICLE IX. CONFLICT OF INTEREST

Section 9.01. Conflict of Interest. The Board shall develop and adopt a conflict of interest policy that shall apply to all Directors, Officers, committee members and key employees. Such policy shall require Directors, Officers, committee members and key employees to annually acknowledge reviewing the conflict of interest policy.

ARTICLE X. AMENDMENT

Section 10.01. Amendment to Articles of Incorporation. The Organization’s Articles may be altered, amended or restated by the Board to omit or include any provision which could be lawfully omitted or included at the time of such amendment, provided that the Members of the Organization shall approve all such amendment(s) before the same shall become effective. Any number of amendments, or an entire revision or restatement of the Articles, may be voted upon at a meeting of the Board, or approved by action in writing, where due notice of the proposed amendment has been given, and shall be adopted upon the affirmative vote of at least two-thirds (2/3) of all Voting Directors entitled to vote on the proposed amendment or revision, and upon the approval of a majority of the Members.

Section 10.02. Amendment to Bylaws. The Organization’s Bylaws may be altered, amended or restated by the Board to omit or include any provision that could be lawfully omitted or included at the time of such amendment. Any number of amendments, or an entire revision or restatement of the Bylaws, may be voted upon at a meeting of the Board, or approved by action in writing, where due notice of the proposed amendment has been given, and shall be adopted upon the affirmative vote of two-thirds (2/3) of all Voting Directors entitled to vote on the proposed amendment or revision and upon the approval a majority of the Members.

ARTICLE XI. AFFILIATION WITH MINNESOTA HOCKEY

Section 11.01. Minnesota Hockey Indemnity.

11.1.1. The Organization, as an affiliate of MH, shall indemnify and hold harmless MH, the Board of Directors of MH and each member thereof, the Executive Committee of MH and each member thereof, the councils and committees of MH and each member thereof, and all other elected, appointed, employed or volunteer representatives of MH from any and all claims, liability, judgments, costs, attorneys’ fees, charges and expenses whatsoever, arising from the acts and omissions of the Organization except to the extent that: (i) MH, or its aforescribed representatives caused such claims, liability, judgments, costs, attorneys’ fees, charges or expenses by their own intentional neglect or default; or (ii) that such acts or admissions were the direct result of compliance with the Articles of Incorporation, Bylaws, Rules and Regulations, Playing Rules, and decisions of the Board of Directors of MH. Further, the Organization understands and acknowledges that MH and its aforescribed representatives have assumed such assignment, function, office or capacity upon the express understanding, agreement and condition that they be so indemnified and held harmless to the extent described in this provision.

11.1.2. The Organization shall reasonably cooperate with MH in any litigation and provide reasonable support in connection therewith, including, but not limited to advice and testimony upon reasonable request; provided, however, that such cooperation shall not require MH to incur any out of pocket expenses not reimbursed by the Organization.

Section 11.02. Affiliation with Minnesota Hockey. The Organization as an affiliate of MH, shall abide by and act in accord with the Articles of Incorporation, Bylaws, Rules and Regulations, Playing Rules, and decisions of the Board of Directors of MH, and such documents and decisions shall take precedence over and supersede all similar governing documents of the Organization. Further, the Organization shall: (i) assist MH in the administration and enforcement of the provisions of the Bylaws, Rules and Regulations, Playing Rules and decisions of the Board of Directors of MH, within and upon its members and/or within its jurisdiction; and (ii) agree to be guided by the core values of USA Hockey and MH:

SPORTSMANSHIP – Foremost of all values is to learn a sense of fair play. Become humble in victory, gracious in defeat. We will foster friendship with teammates and opponents alike.

RESPECT FOR THE INDIVIDUAL – Treat others as you expect to be treated.

INTEGRITY – We seek to foster honesty and fair play beyond mere strict interpretation of the rules and regulations of the game.

PURSUIT OF EXCELLENCE AT THE INDIVIDUAL, TEAM AND ORGANIZATIONAL LEVELS – Each member of the organization, whether Player, volunteer or staff, should seek to perform each aspect of the game to the highest level of his or her ability.

ENJOYMENT – It is important for the hockey experience to be fun, satisfying and rewarding for the participant.

LOYALTY – We aspire to teach loyalty to the ideals and fellow members of the sport of hockey.

TEAMWORK – We value the strength of learning to work together. The use of teamwork is reinforced and rewarded by success in the hockey experience.

ARTICLE XII. MISCELLANEOUS

Section 12.01. Principal Office. The principal office of the Organization, at which the general business of the Organization shall be transacted and at which the general records of the Organization shall be kept, shall be within or without the state of Minnesota as the Board may, from time to time, designate.

Section 12.02. Rules. The Board shall promulgate operating rules governing play within the jurisdiction of the Organization. The operating rules can be amended from time to time by a two-thirds (2/3) vote of the Voting Directors entitled to vote. All amendments to the rules shall be posted to the Organization’s website within fifteen (15) days after any such amendment has been approved.

EXHIBIT A

SECTION 6.01 LISTING OF COMMITTEES

1. Assessment
2. Rules
3. Registration
4. Publicity and Promotions
5. State Tournament
6. Website
7. Grievance