



Transfer Policy for 2018

Created on January 7, 2014

Updated July 11, 2018

URL: <https://www.kickball365.com/rules/>

A. PRINCIPLES

The primary goal of the Transfer Policy is to address the procedures required for a Player who participates on one Circuit Team (Team A) at one Circuit Event to make the decision to play on a different Circuit Team (Team B) at another Circuit Event later in the same calendar year. This applies to Co-Ed and Women's Divisions of The Circuit. Please carefully read every detail of this document to understand your personal situation, including the FAQ section to better understand why these changes are occurring.

B. DEFINITIONS

1. "Calendar Year" - is the schedule of Circuit Events. Typically held from February - November.
 2. "Circuit Player" - is a player who participates with a Circuit Team during the National Tour.
 3. "Circuit Region" - is the defined regions of The Circuit. Each player is assigned to a Circuit Region.
 4. "Legacy Exemption" - is a player is unable to participate with their Circuit Team during the current National Tour but desires to compete with that Circuit Team at the Circuit Cup Championship. An approval is required by the Rules Committee.
 5. "Team Roster Carryover" - carryover year over year. All Players will start on the roster of their last Circuit Team played for in 2017. If a Player participates on a different Circuit Team at the start of 2018, that Circuit Team will have used a Team Player Transfer on that player.
 6. "Transfer" - is when a Circuit Player participates on one Circuit Team (Team A) at one Circuit Event and then makes the decision to play on different Circuit Team (Team B) at another Circuit Event later in the same calendar year.
 7. "Merger" is when two (2) Circuit Teams wish to merge as a new Circuit Team.
-

C. PLAYER TRANSFERS

Players are allowed to transfer from a Circuit Team to another Circuit Team within their local Circuit Region as many times as they wish so long as the Circuit Team has not used all of their allotted team transfers for the calendar year.

D. TEAM TRANSFER LIMITATIONS

RULES COMMITTEE APPROVAL? IF OVER MAX PERMITTED, REQUIRED

Circuit Teams are permitted to accept up to a maximum of four (4) incoming player transfers per calendar year.

Circuit Teams may appeal for additional transfers beyond the maximum allowed, but this is not guaranteed. This requires 2/3 Rules Committee approval. All factors will be considered in the request including but not limited to the player in question, their history, the team they are wishing to leave, the team they are going to, the rankings of both teams in question, the grandfathering situation of both teams, and any previous transfer history for the teams during the year.



Transfer Policy for 2018

Created on January 7, 2014

Updated July 11, 2018

URL: <https://www.kickball365.com/rules/>

E. PLAYER TRANSFER WITHIN REGION

*RULES COMMITTEE APPROVAL? **NOT REQUIRED***

All Circuit Player transfers must be to a Circuit Team located in the same Circuit Region where the player physically resides. Player Transfers to a lower ranked Circuit Team does not require prior approval.

F. PLAYER TRANSFER OUT OF REGION

*RULES COMMITTEE APPROVAL? **REQUIRED***

All Circuit Players wishing to play on a Circuit Team outside of their region must seek Rules Committee approval unless previously grandfathered or approved after January 1, 2017. Approval to transfer requires a 2/3 vote.

Players seeking approval are required to submit their official request (bit.ly/K365TransferRequest). Submission requires a strong justification, including previous team history, living Kickball365 - Circuit Transfer Policy Document locations, etc. All data points will be considered in order for the Rules Committee to approve an exception.

G. PLAYER UPWARD TRANSFER TO HIGHER RANKED CIRCUIT TEAM

*RULES COMMITTEE APPROVAL? **REQUIRED***

Teams ranked in the top 50% their division's Official Circuit Team Rankings are not permitted to freely accept Player Transfer Requests TO their Circuit Team from any Player and/or Circuit Team that is ranked lower than them.

Any exception to this policy requires an approval from the Rules Committee with 2/3 approval vote.

Circuit Teams impacted by this restriction should note the Official Circuit Team Rankings are adjusted after each Circuit Event.

H. GRANDFATHERING OF CIRCUIT TEAM ROSTERS

*RULES COMMITTEE APPROVAL? **REQUIRED***

In introducing Regionalization to The Circuit, all out-of-region players started the 2017 National Tour as "grandfathered" into their last Circuit Team they played for prior to January 1, 2017. For 2018, all Circuit Teams with Grandfathered Players are limited to bringing no more than five (5) of those players to any given Circuit Event. There is no cap on how many Grandfathered Players may be tied to a Circuit Team's overall roster.



Transfer Policy for 2018

Created on January 7, 2014

Updated July 11, 2018

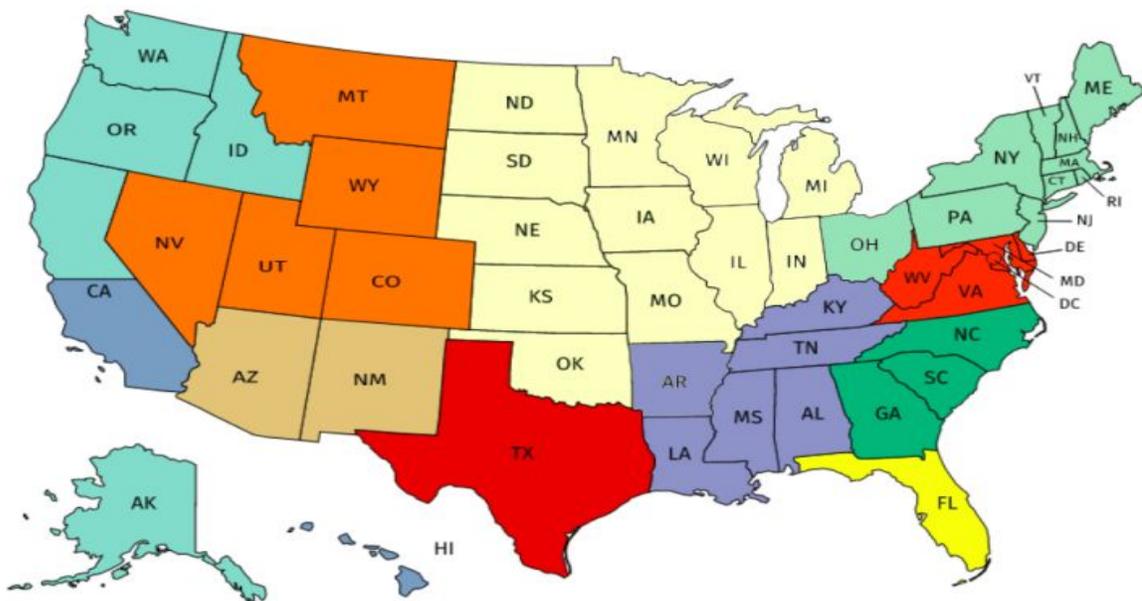
URL: <https://www.kickball365.com/rules/>

Players who were part of the Circuit Team prior to 2016 and did not play at a Circuit Event in 2017 are not considered "Grandfathered" and are not automatically grandfathered. Players who are in this position must obtain approval from the Rules Committee with 2/3 approval vote.

I. SEEKING APPROVAL FROM RULES COMMITTEE

Effective for 2018, in an effort to cut down on the non-formalized requests that are submitted to the Rules Committee by Team Captains/Players, Kickball365 will REQUIRE Team Captains/Players to submit an official form request, via a Google Form (bit.ly/K365TransferRequest). All formal requests will be required to go through this process. Any email requests will be redirected to this URL to complete the submission process. Requests not submitted through the Official Rules Committee Request Tool will be considered invalid.

J. CIRCUIT REGION MAP



The Circuit Regions for 2018 include:

- Northeast – ME, VT, NH, MA, CT, RI, NY, PA, NJ, (New: OH)
- Mid Atlantic – VA, MD, DC, DE, WV
- South Atlantic – GA, NC, SC
- Florida – FL
- Southern Mid – TN, KY, AL, MS, LA, (New: AR)
- Midwest – MO, IA, NE, KS, OK, AR, ND, SD, (New: MI, IN, IL, WI, MN)
- Mountain – CO, UT, NV, WY, MT
- Pacific Northwest – Northern CA (Monterey and north), WA, OR, ID
- Texas – TX



Transfer Policy for 2018

Created on January 7, 2014

Updated July 11, 2018

URL: <https://www.kickball365.com/rules/>

- Southwest – NM, AZ
 - SoCal – Southern CA (San Luis Obispo and south)
-

K. NEW PLAYER EXCEPTION

RULES COMMITTEE APPROVAL? *NOT REQUIRED*

Circuit Teams are allowed to recruit players from outside their Team's Circuit Region ONLY if the player is brand to The Circuit at any point after January 1, 2017.

A New player is one who has never competed in a Circuit Event before with a Circuit Team. These types of player pickups do NOT count towards any Team Roster transfer limits. These New players do NOT count towards five (5) player Out-of-Region roster limit for Circuit Teams.

Note, for this example, Co-Ed and Women's Events are counted separately. A player could have played in a previous Co-Ed Division Circuit Event and be considered a new player for a Women's Division Circuit Event.

This category recognizes players who played in at least two or fewer Circuit Events on Availables Teams only. These players are permitted as Out-of-Region players, without approval of the Rules Committee, as part of the "New Player Exception Rule".

L. TEAM MERGERS

RULES COMMITTEE APPROVAL? *REQUIRED*

If two (2) or more Circuit Teams wish to merge they are required to seek Rules Committee approval in advance to make sure the merger fits within the spirit of The Circuit's Team Roster guidelines. The reason for going through this approval process is to identify those mergers that are based out of necessity versus those that are simply looking for a quick and easy competitive advantage. The latter is what has been extremely detrimental to The Circuit over the last number of years.

A merger is defined as one of two things: a new team with more than 50% of its players tied to current Circuit Teams or a group of five (5) or more players leaving one Circuit Team for another.

As part of any merger request, we will collect statements from all players involved and NOT involved in the merger in order to get a clear picture of what is really going on. This is to make sure there is not a large group intentionally left without a team due to the merger, as is often the case when strategic mergers happen.

M. QUESTIONS



Transfer Policy for 2018

Created on January 7, 2014

Updated July 11, 2018

URL: <https://www.kickball365.com/rules/>

To request a formal exception to any of these transfer or merger questions or to receive feedback on your personal situation, please email info@kickball365.com. If it is a transfer request please use the Official Player Transfer Request Form here (bit.ly/K365TransferRequest). For all merger requests, please email info@kickball365.com to begin the process. Please allow up to at least ten (10) business days for the Rules Committee to provide its final decision, sometimes longer during high volume times or around event weekends. All decisions will be sent via email notification from The Circuit.

N. FREQUENTLY ASKED QUESTIONS

Q: Why did The Circuit institute team regionalization?

A: There are three primary reasons behind this decision:

- 1) One trend we, and our players, have observed is the increasing number of heavyweight established Circuit Teams who poach quality talent from new/upcoming Circuit Teams. This activity often results in new Circuit Teams folding after losing key players.
- 2) The need to limit the nationalization of Circuit Team rosters. This concern has been stated by players as the #1 barrier of entry to The Circuit. An overall theme of feedback from "Rookie Teams" has been the concern that a new team simply cannot take their "local" roster and compete with "national" rosters that have been strategically built over multiple years with the best of the best players.
- 3) The Circuit does not have "salary cap" or any other mechanism to maintain balance among Circuit Teams. Limiting rosters to a specific geographical area was identified as the best way to accomplish this after observing this trend in a number of other national social sports.

Q: Aren't you limiting competition by limiting national rosters?

A: Yes and No. Without regionalization and some restrictions, teams will continue making national and/or "key player" recruiting a priority over local development and team building. As players retire or teams fold, it has been observed that the best of the best will continue to merge together and new teams seeking to compete will slowly begin to stop participating because they believe they cannot compete. The Circuit believes this trend will continue at a slow pace until Kickball365 is left with the same handful of Circuit Teams at every event and no new talent of teams. This has been observed in several other competitive sports leagues that are now defunct. Kickball365 has conducted its due diligence with these former organizations and their former leaders all pointed back to this single significant issue in hindsight. As a result, for the betterment of The Circuit, we have instituting these mechanisms to preserve what we have and to put ourselves in a position to encourage growth for the future of The Circuit.

Q: Why are the Circuit Regions the way they are?

A: The Circuit took its player database and reviewed multiple regional maps that had been designed by other sports organizations prior to agreeing on the end result. The Circuit wanted to implement something that was more than a few larger regions and opted against a mile-distance rule for now. Ultimately The Circuit has settled on a variation of the United States Tennis Association (USTA) regional map with a few modifications to account for the player demographic of The Circuit.

Q: Why do you have some regions with ZERO existing Circuit Teams?

A: Each region on the map has produced a Circuit Team at some point in the past with ten (10) of the eleven (11) regions producing a previous Circuit Event Champion. The Circuit seeks to encourage those



Transfer Policy for 2018

Created on January 7, 2014

Updated July 11, 2018

URL: <https://www.kickball365.com/rules/>

regions to continue developing and participating at Circuit Events - even if there is not a Circuit Team present today.

Q: What if there isn't a Circuit Team in my region? What am I supposed to do?

A: You have a few options as a Player. The Circuit encourages you research available Teams and Players in your Region using our PET Tool (<http://pet.kickball365.com/>). This will greatly assist your search in finding out what Teams are in your Region, how to contact those Captains, as well as identifying other Player who are in the same situation as yourself. If finding a spot on a current Circuit Team or creating a new Circuit Team is not achievable, then The Circuit encourages you to participate on Available Team Rosters. Within The Circuit we have observed a massive shift over the last few years where players wish to jump on an existing Circuit Team rather than work at building or maintaining an existing Circuit Team. As Circuit Teams fold and players retire, there will be fewer and fewer Circuit Teams to jump on if new teams are not formed. This is not a sustainable option of The Circuit. There are a lot of players on the sidelines who don't have a Circuit Team because the player was left behind as Circuit Teams have shifted their focus to building nationally. By bringing everything back to the local level, hopefully those players who don't have a team can all get together to try and start something. The Circuit's new Free Agent tool [<http://pet.kickball365.com>] can help you uncover these players and make these connections.

Q: What if my team does not fit the guidelines of either a Circuit or Available Team?

A: All teams must meet the requirements of one or the other. If a team is found to not be one or the other before the event, they are required alter their roster accordingly in order to compete. Please notify The Circuit if you believe your team might be subject to review.

Q: Why is there a limit of four (4) transfers for each Circuit Team per year?

A: The idea of The Circuit since inception was to create kickball franchises that remain somewhat consistent year over year. The Circuit believes four (4) is a fair number that achieves this goal without being too restrictive or too open. If a franchise folds, players will now have to spread out to other teams in the region (or create a new team) instead of everyone jumping on a single team. The latter has been standard practice in the past which has always left many other players on the sideline unable to compete.

Q: What factors are considered requesting more than four (4) team transfers and/or upward transfers?

A: For any of these requests, The Circuit will reach out to all Team Captains involved as well as the players to see what the impact would be if the request is approved. We do not want to approve something what will cause a team to fold. The Rules Committee will take a number of things into consideration prior to voting; including but not limited to the player in question, their history, the team they are wishing to leave, the team they are going to, the rankings of both teams in question, the grandfathering situation of both teams, any previous transfer history for the teams during the year, and the statements from both captains.

Q: What if I wish to remain private about transferring?

A: Transferring to a lower ranked Circuit Team will always be private since no approval is required. However if a player wishes to transfer to a higher ranked team, a team is requesting more than the allowable number transfers, or two groups are asking to merge then privacy is not a luxury that is afforded. Many of these types of player moves involve secretive back channel poaching to some degree



Transfer Policy for 2018

Created on January 7, 2014

Updated July 11, 2018

URL: <https://www.kickball365.com/rules/>

which is exactly what the approval process is trying to prevent. For example, The Circuit cannot put itself in a situation where an upward transfer of a key player is approved without asking how the move would impact the team he/she is coming from, especially if that team is at risk of folding because of said transfer.

Q: Why do Team Rosters carry over year over year instead of resetting during offseason?

A: The main reason goes back to developing long term franchises that stay together. In the past when transfers were at the player level, many teams would use that opportunity to recruit a top player from another team for the first few events of the year because every player was technically a free agent in the offseason. Those teams gain an advantage by having said player and would often use this as an opportunity to further persuade that player to leave their normal team for good. When we looked at many other sports, especially in the United States, franchises are not allowed to borrow players like this and rosters do not fully reset each offseason. We simply adopted the same concepts.

Q: Does grandfathering certain Circuit Teams while requiring other teams to follow regionalization cause an imbalance in the playing field?

A: Yes and No. Just because a Circuit Team has grandfathered players does not make them better than everyone else. Grandfathered Circuit Teams built their rosters according to the rules at the time (2016 and earlier) so it was unfair to enforce immediate restrictions on them in 2017 when regionalization was announced. For 2018 we are limiting this grandfathering to include no more than five (5) Grandfathered Players on a Circuit Team's Roster at any given Circuit Event. This brings both types of Circuit Teams closer together. Also regionalized rosters have many other advantages such as the ability to play together and practice on a regular basis.

Q: Why is grandfathering of Team Rosters not permanent?

A: Throughout 2017, we noticed a large imbalance between heavily grandfathered teams and all other Circuit Teams who were primarily regional. After gathering feedback we realized this imbalance was too wide to allow grandfathered teams to continue as is. Since the first announcement in late 2016, The Circuit has been crystal clear and upfront that grandfathering is not permanent and will be slowly reduced over a number of years. The Circuit will continue reevaluating this at the end of each calendar year.

Q: What is the purpose of the New Player Exception?

A: For the betterment of The Circuit players are encouraged to reach into his or her network to recruit new players who may be interested in competing on The Circuit. We simply didn't want to restrict new players to a specific team's home region.

Q: Why do mergers need 2/3 Rules Committee approval?

A: Based on the regionalization rules, specifically upward transfer restrictions and a limit of four (4) transfers per year, many teams would simply opt to merge together rather than continue with their existing teams under these guidelines. Merging is the easy way to circumvent these rules and completely goes against the spirit of The Circuit. We understand some teams need to merge in order to survive. We simply want to prevent two (2) teams from completely folding. This is why it is permitted to allow lower ranked teams to freely recruit who they need, within their region, in order to survive yet require the top 50% of Circuit Teams to seek approval. This effectively lets the Rules Committee evaluate if the merger is justified by determining if the merger is based on need or based teams seeking to gain a strategic competitive advantage.



Transfer Policy for 2018

Created on January 7, 2014

Updated July 11, 2018

URL: <https://www.kickball365.com/rules/>

Q: Why would a team merger be denied?

A: If the Rules Committee feels the proposed team will gain a significant advantage while leaving too many other players out and potentially unable to form a new team with the remaining roster. The Circuit permanently loses a number of players each time a strategic-based merger occurs.

Q: What if a merged team request is denied?

A: The players on that team have several options:

- 1) Continue on with their respective Circuit Teams as if nothing happened.
- 2) Play as a permanent Availables Team, which would be subject to no more than five (5) players from either Circuit Team at any given event.
- 3) The lower ranked team could accept up to four (4) player transfers from the higher ranked team depending on how many transfers the team has already used.
- 4) The higher ranked team could seek Rules Committee approval for up to four (4) players from the lower ranked team depending on how many transfers the team has already used.

Q: Why can't a Circuit Team declare themselves as folded with the intent to drop off of the Official Circuit Rankings?

A: The Circuit has observed some teams who have folded end up returning the following year. We don't want to create special rules for these players in case this happens. A few years ago The Circuit adopted the policy that a Circuit Team not playing at all over a certain period of time, dating back to the beginning of the previous calendar year, would be the official way to declare if a Circuit Team has folded.

Q: What if my team folded and is no longer part of The Circuit?

A: You have multiple options:

- 1) Start a new team.
- 2) Transfer to a lower ranked team.
- 3) Seek 2/3 Rules Committee approval to transfer to a higher ranked team.
- 4) Play on Availables Teams.

Q: What is the time frame for receiving an answer from the Rules Committee?

A: Please allow up to one month from submission to finish. This may take longer during peak volume times like January and September or if your request is submitted during a tournament weekend. It will take us a few days to track down statements from everyone involved, compile everything into a proposal, send it to the Rules Committee, and give them time to vote.

Q: Is there a publicly available list of transfer cases and outcomes that have been discussed by the Rules Committee?

A: All Rules Committee discussions and outcomes are private. There are several reasons for this, most notably because no two cases are alike even if they may appear to be alike. When submitting a request, we want players to focus on the facts surrounding their own case rather than focus on other past cases they deem similar. The Rules Committee will do the latter in their discussion.