

**EXHIBIT A**  
***TRYOUT PROCEDURE***  
**TO THE**  
**MEDFORD SOCCER BY-LAWS AS PURSUANT**  
**TO THE CONSTITUTION AND BY-LAWS**  
**OF THE**  
**MEDFORD YOUTH SOCCER, INC. d/b/a**  
**MEDFORD SOCCER**

(as Restated May 11, 2011)

# **Medford Soccer Tryout Procedure**

## **1.0 Purpose**

1.1 This Tryout Procedure defines the methods by which Medford Soccer holds tryouts to evaluate its Travel players and the guidelines that are to be used to place these Travel players on teams for the upcoming year. The intent and goal of this process is to ensure that (i) competitive teams are formed to represent Medford Soccer and (ii) that every player in the Medford Soccer Travel system is placed on a team at a level where he/she is able to be challenged by, and compete with, players of similar skills. A secondary goal is to foster the benefits of playing a team sport by allowing consistency in player placement. A final, but still important, goal is to eliminate perceptions of unfairness in the placement process by making that process well documented and transparent. To ensure that fairness, all players, prior to placement on a roster, must be registered and paid, and must have complied with the Tryout Procedure.

## **2.0 Responsibility and Applicability**

2.1 This Tryout Procedure will apply to all U12 and U14 Travel Players within the Medford Soccer organization.

2.2 Each Medford Soccer Travel Coach, Age Director and Tryout Committee member is responsible for ensuring that this Tryout Procedure is effectively implemented and followed. All Age Directors and Coaches are responsible to communicate the tryout process to their applicable players and parents, in addition to ensuring that an announcement regarding the Medford Soccer general tryout dates are released to the Medford Soccer community.

2.3 All Travel Coaches are responsible for evaluating the skill and playing level of their applicable players in order to ensure that this procedure meets its intended purpose of placing players on teams at the appropriate level of play. Age Directors are also responsible for participating in the selection process by monitoring games and rating players.

2.4 No changes or exceptions may be made to this Tryout Procedure without a majority vote of the Medford Soccer Board of Directors.

2.4.1 Medford Soccer will make good faith efforts to implement this Tryout Procedure at each tryout. If it is determined that a provision within this document was not strictly followed, it will not invalidate the tryout, player selection or any other provision within this document. Any discrepancies or other issues will be resolved by the Tryout Committee. Appeals of Tryout Committee decisions may be made to the Board of Directors, which will make the final determination.

## **3.0 Tryouts**

3.1 Tryouts will be held in the Spring for U12 and U14 Age Groups in either May or June. U10, U16, and U18 teams will be selected by the applicable Age Directors and Coaches.

Tryouts will be mandatory for the U12 and U14 Age Groups. Exceptions to attendance are medical condition, bereavement or other approved absence as solely and strictly approved by the Tryout Committee. Any exception must be approved by the Tryout Committee prior to the actual Tryout. In order for a player to be placed on the Team 1 in each applicable Age Group, the player needs to have attended tryouts or have an excused absence or exception granted by the Tryout Committee. Tryouts will be held for one (1) night, with a rain date to be determined by the Tryout Committee, if needed. Players who do not attend tryouts and do not have an approved absence will be placed on a team at the discretion of the Age Director. There may be special exceptions made regarding Team 1 placements at the discretion of the Tryout Committee, (i.e. if a player moves into Medford after tryouts take place but clearly has the talent to be placed on Team 1).

The tryout structure and evaluation process will be at the discretion of the Tryout Committee. Tryouts will result in ratings of individual players within their Age Group. Ratings will be used to rank players within their age group, based on abilities demonstrated during tryouts.

### 3.2 Player Placement Guidelines.

3.2.1 Players will be placed on teams per the process outlined below.

3.2.2 The applicable Medford Soccer Age Directors and Coaches will attempt to place players (up to the maximum number allowed by the league) with the highest tryout ratings to the top level team. The players with the next highest scores to the second level team, and so on, until all team rosters are full. However, other factors, including coach's ratings and position needs for a particular team may also be taken into account. Players who do not attend tryouts and do not have an approved absence will be placed on a team at the discretion of the Age Director.

3.2.3 In the formation of its Travel Teams, Medford Soccer recognizes that it is in all of the players' best interests that each team be competitive. When forming the teams in each Age Group, the Age Directors have discretion to work with the applicable Coaches to recommend that each team will be able to compete in the division in which they are to be placed. Potentially this may involve creating two (2) evenly balanced teams capable of competing at the Division 3 levels and two (2) evenly balanced teams capable of competing at the Division 4 levels. This approach will help to prevent the creation of one (1) or two (2) teams that are composed entirely of players that are in need of development. Depending on the total number of registered players in the applicable Age Group, it will be up to the discretion of Age Director and Coaches in the division as to player placement for lower seeded teams if two (2) balanced teams are required.

3.2.4 Sibling Rule. If there are siblings in the same Age Group, sibling placement needs to follow these guidelines: If the players are of equal ability, they can be placed on the same appropriate team. If the ability of the siblings is disparate, then they will be placed on separate teams based upon their tryout results. If the parents of the siblings require the siblings to be placed on the same team, then the Age Director will place the

siblings where most appropriate, with heavier weight given to the principle that lower ranked players should not be inappropriately promoted to a level to which they do not qualify.

3.2.5 Pursuant to Section 3.2.2, the selection process for U12 and U14 teams shall be as follows: The Coaches and Age Directors must select a certain number of the highest rating players available for each team, as follows:

The following formula applies for the sized team identified:

If 11 players on the team, then 7 must be chosen from the next 11 ranked players.

If 12 players, then 8 must be chosen from the next 12 ranked players.

If 13 players, then 8 must be chosen from the next 13 ranked players.

If 14 players, then 9 must be chosen from the next 14 ranked players.

If 15 players, then 10 must be chosen from the next 15 ranked players.

If 16 players, then 10 must be chosen from the next 16 ranked players.

If 17 players, then 11 must be chosen from the next 17 ranked players.

If 18 players, then 12 must be chosen from the next 18 ranked players.

For example, if the team has 11 players, then 7 of the spots must be filled from the players with the top 11 tryout scores who are still available. Thus, if choosing a team 1, then 7 of the top 11 players by tryout rankings must be selected for team one. If choosing for team 2, then 7 of the 11 players must be chosen from amongst the top 11 players still available, based on tryout rankings.

3.2.6 In the event that two (2) players have the same tryout score and are vying for the sole remaining slot for a particular team, the Age Director will make a final decision, based on the player's position, requirements for the team, and the coach's input.

3.2.7 The Age Director will have final discretion about the number of teams that can be formed from eligible players. The Age Director will be guided by a goal of ensuring that as many players as possible can play, while also ensuring that teams have a sufficient number of players.

3.2.8 Any question, disagreement or exceptions requested regarding player scoring or placement will be resolved by a majority vote of the Tryout Committee, conditioned upon a majority of Tryout Committee members being present. Any appeal to such Tryout Committee decision will be brought before the Medford Soccer Board of Directors for final resolution.

3.2.9 Tryout rankings will not be published by name. Parents will be allowed, however, to view their own child's rating scores and ranking upon request to the Age Director or Tryout Committee Chair.

## **4.0 Coaches Ratings**

4.1 Coaches Ratings. Coaches ratings will be used as reference when selecting players for teams. Coaches ratings will supplement tryout ratings and help guide coaches as they make discretionary placements (those that are not required due to tryout rankings). Spring coaches will be asked to rank U12 and U14 eligible players on their teams into one (1) of four (4) “25%” quartiles for technical/tactical skills and for psychological skills. Coaches ratings will be available to Age Directors and Coaches when they select teams. Age Directors have discretion to balance/adjust coach’s evaluations.

4.2 The U8 Age Director, in coordination with the U8 coaches, will also provide ratings for the players moving up to the U10 Travel Program, based upon the U8 Coaches and Age Director evaluations of the players. The information will be provided by the U8 Age Director to the applicable U10 Age Directors. The U10 Age Director and U10 coaches will use the provided U8 player information to place the former U8 players on appropriate U10 teams.

4.3 Age Directors reserve the right to make roster adjustments as warranted, to balance out teams after the Fall season, but prior to the Spring season. Consideration will be given to players who perform at an exceptional level during the Fall season, as well as players whose development would be better served by participating at a lower level. No more than three (3) players (two (2) for U10) will be moved from any established team, unless determined otherwise by the Age Director due to the number of registered players.

Roster adjustments will be considered based on recommendations by coaches and/or the appropriate Age Director. Any changes must be made with full agreement from the affected head coaches and the Age Director. If no consensus can be reached, the recommendation will be brought to the Tryout Committee to decide. The Tryout Committee’s decision can be appealed to the Medford Soccer board. No roster changes will be made unless at least two (2) of the three (3) involved parties (the two (2) affected coaches and the Age Director) are in agreement.

4.4 Placement of out-of-town players will be as follows: New, unknown or unproven players will be placed where they are needed to fill roster spots, as determined by the applicable Age Director. They will have a chance to move up, if warranted, based on tryouts (Spring season) or performance (Fall season).

## **5.0 Coaching Assignments**

5.1 Placement of Coaches will follow these guidelines. Age Directors and Coaches in each Age Group will review the Tryout results for the applicable players in the Age Group. From these results, the Coaches are then picked by the Age Director for designated teams, and then the players are placed. A Coach will be allowed to continue to coach his/her team through the following Spring Season, unless there is an action by the Medford Soccer Board of Directors to remove such Coach for cause.

5.2 Selected Coaches will always be paired up with his/her own child, or children, if desired. If the Coach's child is rated to be on a lower level team, the Coach will have the option to coach that team.

5.3 Only by approval of Age Director and the applicable Coaches will a lower level player be allowed to move up one (1) or more team levels in order to keep/put a desired coach at the appropriate level, when the player involved is the son or daughter of the coach in question. Given the potential sensitivity of such a decision, the Age Director will make the decision public at a Medford Soccer Board of Directors monthly meeting.

5.4 Age Directors will not coach within their age group. Exceptions, in the event of extenuating circumstances, will require Medford Soccer Board of Directors majority approval.

5.5 Age Directors will determine between competing requests to be head coach of a particular team. Any such decision may be appealed to the Tryout Committee, and, ultimately, to the Board of Directors.

## **6.0 Tryout Committee**

The Tryout Committee is to be selected by vote at the Medford Soccer Annual General Meeting and serve until the next Annual General Meeting. The Tryout Committee is to include a minimum of six (6) members of Medford Soccer, and can be selected from amongst Medford Soccer Board members, Coaches, Age Directors and/or parents of players. The First Vice President of Medford Soccer is automatically assigned to the committee and will be its Chair.