

Real Billings FC

Policies, Procedures, and Regulations

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Anti-Bullying and Misconduct Policy

The Real Billings FC (“RBFC”) is committed to providing players a fun, positive, and secure environment in which to learn and enjoy the game of soccer. We do not tolerate any form of misconduct—emotional misconduct, physical misconduct, harassment, or bullying—at any training, match, or other RBFC sanctioned event.

Misconduct can escalate if not addressed. Hence, RBFC promotes a telling atmosphere. This means that anyone—including players, coaches, parents, or other spectators—who knows or has reason to believe that misconduct, harassment, or bullying is taking place is expected to report the incident. Players and parents should be assured that they will be supported when they report an incident of misconduct.

Definitions of Misconduct

There are five categories of misconduct, as defined by the U.S. Center for Safe Sport:

- 1) Emotional Misconduct. Emotional misconduct includes:
 - Verbal acts, such as repeated and excessive verbal attacks for no productive reason, including name-calling, body-shaming, or ridiculing someone (including on social media or via text).
 - Physical acts such as being repeatedly or severely physically aggressive without physical contact.
 - Acts that deny attention or support such as ignoring someone or routinely excluding someone from activities for no productive reason.
 - Other behaviors that tend to control, demean, intimidate, or harm another person or that tend to damage a person’s self-esteem.
- 2) Physical Misconduct. Physical misconduct is any behavior done on purpose that cause (or could reasonably cause) physical harm to another. Physical misconduct includes:
 - Contact acts such as punching, slapping, beating, choking, or kicking.
 - Non-contact acts such as withholding food or water or forcing someone to do something that reasonably could cause pain or harm for no athletic purpose.
- 3) Harassment. Harassment is repeated or severe conduct (including on social media or via text) that does at least one of the following: causes fear, humiliation, or annoyance; offends or degrades; or creates a hostile environment. Harassment does not include rude or mean behaviors that are not severe or not part of an ongoing pattern or disagreement.
- 4) Bullying. “Bullying is unwanted aggressive behavior among school age children that involves real or perceived power imbalance. The behavior is repeated, or has a potential to be repeated, over time.”¹ Bullying behaviors are intended or likely to hurt, control, or diminish another person emotionally, physically, or sexually. Bullying behaviors may manifest in the following ways:

¹ stopbullying.gov/bullying/what-is-bullying.

- Physical bullying: hitting, beating up, spitting at, or throwing objects at someone.
 - Verbal bullying: ridiculing, name-calling, taunting, or threatening to harm someone.
 - Social or relational bullying (including cyberbullying): spreading rumors or lies to harm someone's reputation; socially excluding them and asking others to do the same; intentionally embarrassing someone in public; or using technology to harass, frighten, intimidate, or humiliate someone.
- 5) **Hazing.** Hazing involves conduct—including physical, mental, emotional, or psychological—that may abuse, degrade, intimidate, or put a person in danger for that person to join or to be socially accepted by a group. Hazing may include the following:
- Contact acts: such as beating someone with fists or objects, or physically restraining them.
 - Non-contact acts: such as making someone play drinking games, do humiliating acts, or depriving them of sleep, food, or water.
 - Sexualized acts: such as requiring someone to share nude photos or perform sexual behaviors.
 - Criminal conduct: any conduct described as hazing under federal or state law.

Signs and Symptoms

A child may indicate he or she is a victim of misconduct through various signs and symptoms. While some children are prone to report misconduct to their parents, coaches, or adults, others will not report misconduct due to fear, isolation, intimidation, or other factors. Coaches and parents should be aware of possible signs indicating that misconduct may be taking place. These signs and behaviors could indicate other problems, but bullying should be considered a possibility and should be investigated.

For a list of potential signs of misconduct, particularly bullying please consult the following resources:

<https://www.stopbullying.gov/at-risk/warning-signs/>

<https://eptoolkit.uscenterforsafesport.org/recognizing/>

Procedures for Parents, Coaches, and the President

If any person suspects a RBFC player is the victim of sexual abuse or sexual misconduct, he or she should immediately notify the RBFC President and RBFC Director of Coaching. The person reporting the sexual abuse or misconduct may also call Child Abuse Hotline (1-866-820-5437 (KIDS)) through the Children & Family Services Division of the Department of Public Health and Human Services and local law enforcement.

Any person who witnesses misconduct or has reason to believe misconduct is occurring other than sexual misconduct should immediately report misconduct to the team coach or manager. If the problem is not addressed or otherwise persists or if the alleged perpetrator is the team coach

or manager, then the person should report the misconduct to the RBFC Coaching Director or RBFC President. If necessary and appropriate, local law enforcement may be notified.

In all cases of reported misconduct, parents of the player who was the victim shall be notified immediately and may be asked to meet with the team coach and/or RBFC Coaching Director and/or RBFC President to discuss the incident. In all cases, strict confidentiality shall be maintained to protect the victim.

RBFC shall investigate all allegations of misconduct. The RBFC President will oversee all investigations, except where the RBFC President is alleged to have committed misconduct, which will then be overseen by a member of the Board of Directors as selected by the Board of Directors. Investigations of allegations of misconduct shall include:

- Interviews with possible victims, alleged perpetrators of the misconduct, witnesses, coaches, and anyone else who might have information related to the allegations of misconduct. Specifically, the parents of any player who is alleged to have engaged in misconduct shall be contacted by the team coach, RBFC Coaching Director, or RBFC President and asked to meet to discuss the incident to help correct misconduct behavior. Any interviews with minors shall be with one or more of the minor's legal guardians;
- Review of all relevant documentation, including without limitation texts, emails, social media posts, voicemails, electronic messages, and videos; and
- Review of any other information that might be germane to the alleged misconduct.

Misconduct might occur outside of an RBFC event or environment, such as at school, in other social settings, or online. Such misconduct impacts the victim's emotional, physical, and mental well-being on the soccer pitch. As such, reporting and investigation shall not be limited to team members or team events.

After the investigation, the investigator will file a report of his or her findings with the RBFC Board of Directors. The report shall include all relevant facts, including a determination whether misconduct occurred, who committed any misconduct, the type of any misconduct, how long any misconduct has been occurring, what coaches knew about any misconduct and how the coaches addressed it, and recommendations. The Board of Directors, in consultation with the RBFC Director of Coaching and, when necessary, with outside counsel, shall determine the best course of action to protect the victim, remedy the misconduct, and safeguard against such misconduct happening again. Where misconduct is found to have occurred after due investigation, it must be stopped immediately.

The RBFC President may report the incident to US Youth Soccer, US Club Soccer, the US Soccer Federation, the US Center for Safe Sport, or law enforcement or other competent agency as part of the investigation process, including seeking advice, training, and additional resources.

Consequences for Misconduct

In a first offense situation involving misconduct, an attempt will be made to encourage the perpetrator (or perpetrators) to modify their behavior for their benefit, for the benefit of the person bullied, and for the team. An attempt will be made by the coach, manager, or parent(s) to reconcile the situation between players (age and level of maturity and or severity of offense must be considered). When necessary, the RBFC Director of Coaching or the RBFC President or both will intervene to assist reconciliation.

If the misconduct persists after a first intervention or if the misconduct is determined to have been repeated or severe, RBFC may take disciplinary action against a perpetrator. Disciplinary action may include without limitation: (i) imposition of restrictions or requirements to correct behavior; (ii) suspension from all RBFC activities for a period of time; (iii) suspension from all RBFC activities until the player meets all conditions RBFC imposes (which may include in-person or online training on misconduct and its effects); or (iv) immediate and indefinite removal from RBFC. In every case where misconduct occurred that requires a player to be disciplined or removed from a team, the victim shall be protected.

After the incident/incidents have been investigated and addressed, the situation will continue to be monitored by the team coach, team manager, and players' parents to ensure the problem is resolved.

Coach Expectations Policy

All RBFC coaches and assistant coaches are role models and ambassadors for RBFC. We ask that our coaches be aware of how they represent themselves, their team, and RBFC. It is imperative that our coaches are respectful to all around them including parents, opposing teams, and referees. We expect our coaches to always exhibit professional behavior, both on and off the field. Disciplinary action will be taken against any coach or assistant coach whose actions bring RBFC into disrepute.

RBFC coaches should aspire to be experts in player development and seek feedback and education, both formal and informal, that will help them down that path. We provide a variety of educational opportunities and resources for our coaches, including the coaching portal, to help our coaches be the best they can be. We ask that our coaches prepare for trainings by reviewing the session and curriculum materials provided.

RBFC coaches must embrace RBFC's philosophy and take pride in the development of each individual player assigned to them. We are committed to building a consistent style of play across our programming with the help of our dedicated coaches.

Coach Refusal Policy

RBFC reserves the right to refuse any coaches for any reason, except for reasons of race, color, national origin, age, disability, sex, gender identity, religion, reprisal, political beliefs, marital status, familial or parental status, sexual orientation, or if all or part of an individual's income is derived from any public assistance programs. The primary—but not exclusive—reasons for refusing a coach are perpetual negative or abusive sideline behavior or misconduct as outlined in the Anti-Bullying Policy herein.

Coach Sideline Behavior Policy

RBFC has a zero-tolerance policy regarding coach misconduct (as defined in the Anti-Bullying Policy) and aggressive coach sideline behavior. Excessive coaching during matches is strongly discouraged and only positive reinforcement should be provided to our players by coaches. There should be no negative interactions between coaches and referees, coaches and opposing coach/players, or coaches and visiting parents. Coaches will be removed from RBFC for persistent violations of this policy.

Coach Termination Policy

RBFC reserves the right to remove any coach, whether volunteer or paid, for any reason at any time. Additional action may be required if necessary, including banning coaches from attending matches as spectators and removing any future coaching rights. If coaches refuse to cooperate, they and their children may be banned from RBFC immediately and possibly permanently. Any further refusal to cooperate can result in police interaction.

Concussion Policy

RBFC recognizes the potential danger and long-term health consequences of this often difficult to diagnose form of traumatic brain injury. The policy is intended to provide easy-to-understand guidelines related to players who have been diagnosed with or are suspected of having a concussion. The policy is for coaches, parents, and players, but is to be shared with any other adults or participants in RBFC. At RBFC, we want to ensure our players are provided the safest environment possible. As such, RBFC is incorporating a Concussion Policy to educate RBFC participants about concussions, help prevent concussions from occurring, and identify when a player might have suffered a concussion.

Per US Youth Soccer, of which RBFC is an affiliated organization, it is **mandatory** for all coaches to have completed a concussion training module and have a certificate of completion on file to be updated every two years.

Here are the guidelines RBFC encourages coaches, players, and families to follow:

- **Learn about concussions!** The athlete, family, and coach should be familiar with the signs and symptoms of a concussion.
- **Identify the signs and symptoms of a concussion.** As a member of the sports community; we must recognize the signs of a concussion and check to see if the player is experiencing symptoms of a concussion.
- **‘When in doubt, take the player out.’** Coaches shall remove the player from training and competition if the coach suspects the player might have suffered a concussion, regardless of whether the player is exhibiting any signs or symptoms. Failure to follow this policy may result in disciplinary action against the coach, including but not limited to termination of the coach.
- **Do not let the player return.** A player suspected of having suffered a concussion, regardless of whether the player exhibited any signs or symptoms of a concussion, shall not return to competition until he or she is evaluated by a medical physician and cleared to play. Clearance to play shall be in writing signed by the medical professional. Failure to follow this policy may result in disciplinary action against the coach, including but not limited to termination of the coach.
- **Monitor player recovery.** Players who have experienced a concussion should be allowed to return to participate on a gradual basis as directed by a medical physician. Players should continue to be monitored with the goal that the player will eventually return to full participation at an individual pace. Not all concussions are the same.

When a parent registers their player, they agree to the following: *“If my child is diagnosed with a concussion during a RBFC activity or during any other activity, including those outside RBFC, or if my player has a prior head injury, I will inform my child’s coach of such diagnosis prior to the start of the season or before my child returns to play.”*

Conflict Resolution Policy

RBFC encourages our players and parents/guardians of our players to take a 24-hour “cool down” period before addressing a conflict that may have occurred. Complaints and concerns regarding your soccer experience should be directed according to the following guidelines:

- Complaints regarding RBFC coaches, assistant coaches, and/or managers should be addressed with the head coach. If resolution is not satisfactory, document your concerns in writing to the attention of the RBFC Director of Coaching and/or RBFC President.
- Concerns regarding your child’s team should be addressed directly with your child’s coach or assistant coach at a proper time and place. If resolution is not satisfactory, document your concerns in writing to the attention of the RBFC Director of Coaching.

If, after following the appropriate measures as listed above, and resolution is not satisfactory, document your concerns in writing to the attention of the RBFC President.

Complaints and concerns regarding RBFC’s player development policies, programs, and coaching staff should be documented in writing and sent to the attention of the RBFC Director of Coaching.

Complaints and concerns regarding RBFC’s administrative policies should be documented in writing and sent to the attention of the RBFC President.

Drug Policy

RBFC is a drug free organization. RBFC has a zero-tolerance policy regarding the use of alcohol, drugs, tobacco products, and vaping at any RBFC Event (as that term is defined below). For clarity, read the following guidelines:

- Alcoholic beverages, tobacco, drugs (including marijuana and misuse of prescription medication), and vaping are not permitted at any RBFC Event, including training and matches;
- No coach or volunteer shall participate in any RBFC Event while under the influence of drugs or alcohol; and
- Smoking, the use of tobacco products, and vaping are not permitted in or around youth trainings or matches.

For purposes of this policy, an “RBFC Event” exclusively includes organized team training sessions, scrimmages, friendly matches, tournament matches, camps sponsored and organized by RBFC, and other designated events that are approved and organized by RBFC as a club. “RBFC Event” does not include any event that is not expressly listed above and specifically excludes all end-of-season parties, group dinners (including at tournaments or away matches), and other group events that are not approved and organized by RBFC as a club or for which RBFC does not have insurance coverage.

Guest Playing Outside RBFC Policy

RBFC players must ask for permission from their coach and the RBFC Director of Coaching to participate in events with other clubs. The reason for seeking permission is to ensure players are getting enough rest and are fulfilling the training-to-match ratio that has been set forth in the beginning of each year. To manage the player's development and time on the field, the coach and the RBFC Director of Coaching may approve or not approve any request to guest play with another club. If the request is approved, the coach will need to fill out guest player paperwork and provide the player pass.

Match and Training Policy

Coaches will set the training schedule for their respective teams following the player development model and any training-to-match ratio established at the beginning of each season. Coaches, after consultation with parents, will establish their match and tournament schedule for each season; provided, however, that the RBFC Director of Coaching and/or the Board of Directors may fix friendlies between RBFC and other clubs, and coaches shall attend such friendlies.

Although RBFC attempts to avoid such circumstances, trainings and matches may be required to be scheduled on non-traditional days, including Sundays, holidays, and weekdays. Match and training schedules may be changed throughout the season due to, but not limited to, teams folding, bye weeks, quality of fields, lack of fields, weather, and other circumstances that might be out of RBFC's control. RBFC aims to provide a safe and positive environment for all our teams.

If RBFC does not register as a club with any league, RBFC teams may register with and play in any league organized by a US Soccer Federation affiliated entity, such as Montana Youth Soccer Association ("MYSA"). RBFC team registering with such league shall have the obligation to ensure it complies with the league rules, policies, and procedures and shall be solely responsible for paying any dues and fees upon registration with such league.

RBFC teams may register with and play in any tournament that is open to teams affiliated with US Club Soccer and that are approved in advance by the RBFC Director of Coaching or the Board of Directors.

If teams elect to participate in any tournaments during a season, the team will pay the cost for tournament registration for the tournament. The team shall allocate the cost of the tournament equally among the players on the team who are participating in the tournament; provided, however, that every player on the team shall be responsible for his or her share of the cost of two tournaments the team attends regardless of whether the player attends those tournaments.

Media Release Policy

RBFC reserves the right to use photographs, video, voice, and likeness of players, parents, coaches, and referees participating in our programming without compensation. The media obtained by RBFC may be used on its website, social media, publications, etc. By participating in RBFC, players and players' parents/legal guardians agree to the following statement:

I grant Real Billings Football Club, Inc., ("RBFC"), and its successors and assign the perpetual worldwide and royalty-free rights to use my child's voice, photograph, and likeness in any media related to my performance in or observation of RBFC including, without limitation, a videotape recording of such programming without compensation to me, or my personal representatives, assigns, heirs, children, dependents, spouse, and relatives.

Medical Release Policy

By participating in RBFC, players and players' parents/legal guardians agree to the following statements:

In consideration of RBFC allowing my child (the "Participant") to participate in RBFC programming, I agree not to sue and forever release, waive and discharge RBFC and its employees, volunteers, directors, officers, affiliates, sponsors, agents, partners, players, family members of players, subsidiaries, representatives, attorneys, and players (hereinafter referred to collectively as "Releasees") from any and all liability to me, the Participant, and my and the Participant's personal representatives, assigns, heirs, children, dependents, spouses, partners, and relatives for any and all claims, causes of action, losses, judgments, liens, costs, demands or damages that are caused by or arise from any injury (including death) to his/her person or property regardless of the cause(s) of such injury. I assume all risks associated with the Participant's and my participation in and observation of RBFC.

I certify that the Participant is in good mental and physical condition. The Participant and I understand the inherent risks associated with participation in RBFC, and we also understand the inherent risks of participating in the sport of soccer and futsal at this level on a grass, artificial turf, blacktop surface, pavement surface, and indoor surfaces. I recognize the possibility of physical injury associated with soccer and futsal, and discharge and otherwise indemnify the Releasees, referees, owners of soccer pitches used by RBFC, and owners of facilities utilized RBFC, against any claim by or on behalf of the Participant as a result of the Participant's participation in the programs.

I, the parent/legal guardian of the Participant, authorize RBFC staff, whether paid or volunteer, to seek medical treatment for the Participant as they deem necessary at local medical facilities. I understand that this authorization is given in advance of any specific diagnosis, treatment, or hospital care, and that it is given to provide RBFC staff authority to seek medical treatment as such staff judge necessary to the above-named Participant. I accept responsibility for payment of all services rendered; I authorize any medical facility that renders services to release medical information necessary for the processing of insurance claims; and I authorize the payment of insurance claims directly to the medical facility. I understand that whenever possible, RBFC will make a good faith effort to contact me before seeking treatment. If this is not possible, I understand that RBFC staff will notify me, or my designee, as soon as possible of all diagnoses and treatments. I also hereby give consent for emergency medical care prescribed by a duly licensed Doctor of Medicine or Doctor of Dentistry. This care may be given under whatever conditions are necessary to preserve the life, limb, or well-being of the Participant.

Movement Between Teams Policy

RBFC finds it very important to make sure all players are playing at the correct level and being challenged to help their development. Sometimes the coaching staff will find the best option to be moving a player to a new environment. If a player is moved this can result in an increase or decrease of fees for the remainder of the season or year. As soon as this move is approved by the RBFC Director of Coaching your player will be moved and the fees will be updated according to the number of matches and events left for the new team.

Non-Discrimination Policy

RBFC does not discriminate against its players, coaches, players' parents and guardians, or referees on the basis of race, color, national origin, age, disability, sex, gender identity, religion, reprisal, political beliefs, marital status, familial or parental status, sexual orientation, or if all or part of an individual's income is derived from any public assistance programs.

Parent/Guardian Code of Conduct Policy

Youth soccer is for the players. All parents and guardians who have a child participating with RBFC are invited to share in the pleasure of watching their children participate in the world's most popular sport, so long as their behavior does not distract the players and officials from the free flow of play which is the trademark of the sport. RBFC takes pride in having respectful and engaged families, and we ask that parents and guardians continue to adhere to these guidelines.

A parent or guardian should:

- Foster an environment of respect for referees, players, coaches, and spectators of the opposing team through words of encouragement and support.
- Applaud superior play, effort, and sportsmanship by players on both teams.
- Support your coaches and managers consistently regardless of the results on the field. Coaches contribute many hours of their time to your children. They deserve your congratulations when the team wins and your encouragement when the team loses.
- Communicate any concerns to the coach at the appropriate time (recommended 24-hour cool off period) away from the playing location and players.
- Always remain at least two yards from the playing field so our young players have room to play and enjoy the game.
- Your cooperation with these standards before, during, and after each match or training will make RBFC more enjoyable for everyone.

A parent or guardian must:

- Never use foul language or obscene gestures at a match or training.
- Avoid comments and gestures that express disagreement with referee decisions.
- Cooperate with any request by the match officials.
- Never consume alcoholic beverages, use drugs, use tobacco products, or vape at trainings or matches.

A parent or guardian understands that:

- Any parent, guardian, or other spectator who fails to adhere to these standards may be required to leave the playing area, and play may be suspended until he or she does so.
- RBFC reserves the right to suspend or terminate a player's enrollment for his or her parent's or guardian's persistent or extreme sideline misbehavior, and there will be no refund of player fees in such cases.

- Parents or guardians are responsible for their guests' behavior and must inform their guests of the applicable rules of conduct.

Any breaches of this Code of Conduct may result in your child's suspension or removal from RBFC. Comments and behavior of any parent or guardian that contradict the mission statement or disrupt the functioning of a team may result in disciplinary action, up to and including removal from RBFC.

Play Up Policy

RBFC strives to provide the safest environment for its players to develop. RBFC believes that most players will develop best at their age-appropriate level than at an age level above. Hence, RBFC'S primary approach to creating competitive teams will place players of like age within the same age level and in accordance with MYSA guidelines. However, there are times when team needs or a player's development may warrant placing a player in the next older age level, pursuant to the criteria recited herein.

Non-Premier Teams

Teams that are not playing in any MYSA Premier League are subject to the following limitations on "playing up": players may not "play up" more than one age level. Otherwise, for non-Premier teams "playing up" is subject to the discretion of the coach and the player's parent or guardian.

Premier Teams

For teams that are playing in MYSA Premier League at least one season a year (e.g., either spring or summer or both) before anything else, the initial considerations to any request to "play up" are: (i) safety of all players; (ii) no ill effect to the age level that player would normally be in (e.g., moving a player up an age level would mean that there would not be enough players in the younger age level to field a team); and (iii) another player being blocked from participating in the older age level (e.g., moving a player to an older age level would mean that another player in that age level is not allowed to participate on any RBFC team, whether Premier or otherwise).

If the initial considerations are satisfied, then a player may be selected to play up based on one of two factors: exceptional player ability or team need.

Exceptional Player Ability. One of RBFC's objectives is placing players in the best available environment for player development. At times we may identify and invite players who show exceptional technical skill, tactical awareness, and physical ability to "play up" an age level to accomplish this objective. In addition, a parent/legal guardian may request that a player be permitted to play up for the same reasons.

After identifying a player who might benefit from "playing up", the parent/legal guardian of the player is notified and must consent, or the parent/legal guardian must contact the RBFC board or the Director of Coaching to request formally that the player be moved up an age level in the next playing season. The Director of Coaching and the President of RBFC must determine if "playing up" is in the player's best interest, the best interest of the team, and the best interest of RBFC.

Upon deciding that it might be in the collective best interests, the player will be invited to an objective player evaluation as follows:

- A pre-season assessment or tryout with players from the older age level; or
- The player will be invited to attend one or more trainings of a team of the older age level.

The Director of Coaching will coordinate the evaluation with the coach of the older team. The Director of Coaching and one or more Board members will attend the player evaluation. The Director of Coaching may invite additional coaches to attend the player evaluation.

After the player evaluation, the Director of Coaching and the RBFC President will either approve or reject the request to “play up” and will notify the parent/legal guardian of the player of the decision. The decision is final and not subject to appeal.

Consistent with MYSA policy, written parent/legal guardian approval is required before a player may “play up”.

Team Need. Our emphasis is on creating full teams in each age level to maximize the soccer opportunities for all registrants. At times we may identify and invite players to “play up” with the next older age level to accomplish this objective. We may invite one or more players to “play up” based on upon the following criteria:

- a. Insufficient players are available at the older age level to fill a roster with the appropriate number of substitutes;
- b. Having a younger player “play up” will not require having another player “play up” at the lower team’s age level to create a full team; and
- c. The players identified to “play up” are sufficiently developed physically, emotionally, tactically, and technically to “play up” without hindering their development.

In the case of “team need”, the Director of Coaching, together with the coaches of the older team and the younger team, will identify and rank the players who may “play up”, considering physical development, technical skill, tactical awareness, and emotional development. The highest ranked candidate will be invited first. If the highest ranked candidate declines, then the next highest ranked candidate will be invited, and so on. Consistent with MYSA policy, written parent/legal guardian approval is required before a player may “play up”.

Exemptions.

1. *Existing Premier Teams.* Teams that meet all the following factors are exempt from the “play up” requirements with regards to the players on their roster as of the Spring 2022 season (“Exempt Team”):

- The team was formed prior to the 2022 season;
- The team was an RBFC team during the 2022 season; and
- The team played in the MYSA Premier league during the 2022 season.

Regardless of anything else in this paragraph to the contrary, RBFC reserves the right to advise a player who is “playing up” on an Exempt Team to participate at his or her actual age level if RBFC determines that continuing to “play up” will hinder the player’s development or constitutes a safety risk.

2. *High School Age.* Premier Teams that are comprised of high school age players only (e.g., 15U and older) may, subject to the approval of the RBFC Director of Coaching and the RBFC President, roster players that are “playing up” more than one age level. However, for such teams, due consideration should be given to player safety and development before rostering players more than one age level above their actual age.

Stipulations.

- RBFC makes “play up” decisions on a case-by-case basis. Any decision to permit a player to “play up” is not and shall not be precedence for the same player in the future or for any other player.
- Play-up determinations are for one season only and do not carry over into future season. Each season is considered separately.
- For age levels 12U and under the decision to play up will be made based on team need only and we will not consider parent/legal guardian requests.
- Subject only to any exceptions expressly set forth in this Policy, a player may only “play up” one age level.

Comments.

Please note that playing up is the exception rather than the rule. The only factors regarding playing up are (i) whatever is in a player’s best interest developmentally and (ii) team needs. It should not be based upon ego, prestige, or the best interests of any one team. Under no circumstance should coaches exploit the situation by holding players back in their quest for winning, nor should parents push their player beyond their safe development.

Player Commitment Policy

RBFC is organized as a competitive travel club, and its mission is to develop successful players who can compete at the highest levels. RBFC expects that its players, especially those that play on RBFC teams competing in the MYSA Premier League, have a passion for soccer and commitment to improve and become the best player possible. However, RBFC understands that players have varied interests and obligations in their lives (such as academic pursuits, school sports, school clubs, extracurricular activities, and religious obligations) that help the player become not only a better soccer player but also prepare the player for his or her future. This creates a tension between RBFC and other activities that is difficult to reconcile.

Considering this tension, RBFC does not require a club-wide player commitment to attend a specified number or percentage of trainings, tournaments, or matches.

12U and Younger

Teams not competing at the 12U or younger level shall not have any player commitment requirements. There shall be no repercussion for any player's missing training sessions, matches, or tournaments.

13U and Older Teams

Teams competing in the 13U or older level may elect to set specific commitment requirements for players on the team, including but not limited to expectations for regular attendance at training, matches, and tournaments; provided, however, a coach may not set expectations that would discriminate on the grounds of religious reasons or other protected class reasons. If a coach elects to set specific commitment requirements, then the coach shall:

- 1) Reduce to writing the team commitment agreement, which shall include the specific, measurable commitment requirements and consequences for failure to meet the commitment requirements;
- 2) Submit the proposed team commitment agreement to the RBFC Director of Coaching and RBFC President for review;
- 3) Provide a copy of the team commitment agreement to each player and parents or guardians of each player and review the team commitment agreement with them (this may be done in a group parent meeting or individually) prior to the first training of the season;
- 4) Have each player and each player's parent or guardian sign and date a copy of the team commitment agreement, which the coach will retain with the other team records; and
- 5) Ensure that the team commitment agreement is consistently and equitably applied to all players. For example, a starting player cannot be exempted from the team commitment agreement and must experience the same consequences for failure to abide by a team commitment requirement as a player that does not start.

If a player is selected to a team that adopts a team commitment agreement but the player or the player's parents or guardians refuse to sign the team commitment agreement, then that player will not be rostered on the team. The coach or RBFC may be replaced that player and place that player with another team consistent with RBFC's Policies.

Player Failure to Place Policy

Registration of your child with RBFC does not guarantee a place in RBFC's Programs. While RBFC does its best to offer as many players as possible the opportunity to play, there may be instances where your child will be turned away. Such instances include, but are not limited to, the inability to create enough teams due to lack of players, inability to find a coach, late registrations, unsuccessful payments, and missing payment deadlines. If RBFC cannot place your player on a team not through misconduct on your part or the player's part, then you may request and receive a full refund of the registration fee.

Player Pick Up Policy

RBFC coaches are required to stay at the pitch until the last player is picked up. This policy applies to all players through age 18 years old and is designed to ensure your child's safety. Additionally, all coaches are requested to have a "two deep" policy, meaning, coaches should never find themselves in a position being alone with a player. As a result, it is important that parents and guardians drop off and pick up their players from training on time.

While we understand that many parents and guardians have hectic schedules and getting to and from trainings can present challenges, it is important to note that we rely on many volunteer and professional coaches who similarly have demanding schedules and often need to leave immediately following a training session or match. Should a coach need to leave the field area while children are still present, children may only be left with an adult (this includes parents) that has completed the appropriate volunteer disclosure and training.

Player Release Policy

After a player commits to a team and completes registration with RBFC, the player is considered registered to RBFC. Each player is bound to RBFC for the entire seasonal year for full year registrations, which runs from August 1 of one year through July 31 of the following year. For players who are registered for a season, August 1 – November 1 and April 1 – June 1, they are bound to RBFC during these time periods. Each family is obligated to the full financial commitment.

RBFC will not consider a request for a release from RBFC until that player has paid his or her entire financial obligations to RBFC and team for the soccer year or season, as the case may be. If approved, all fees for the entire seasonal year must be paid in full before the release can be authorized. This will include a reasonable estimate for team specific fees, any other fees that might be due after the player has transferred from the team, and a \$50 club-processing fee. Players receiving financial assistance will not be released during the seasonal year unless they pay the full expenses associated with the year or season, as the case may be, including any portion of granted assistance.

Playing Time and Position Policy

RBFC is organized as a competitive travel club, and its mission is to develop successful players who can compete at the highest levels. RBFC recognizes that playing time in tournament matches, league matches, friendlies, and scrimmages play a vital role in player development, particularly at younger ages. According to US Youth Soccer's Player Development Model and the current research in the field playing time is critical to player development.

Playing Time: 12U and Younger

Consistent with US Youth Soccer's Player Development Model, all teams playing 12U and younger will observe "equal playing time" for all players regardless of ability of the player or score of the match.

"Equal playing time" is defined as each player playing at least fifty percent (50%) of each match. NOTE: This does not apply to goalies that also play as field players. Goalies who play an entire half in goal should play at least fifty percent (50%) of the other half of the game as field players.

Example 1: In a regulation game, a 10U team plays two 25-minute halves, or a 50-minute match. Each player should play at least 25 minutes during the match. A player who played in goal for the entire first half may play the entire second half as a field player but should play at least 12 minutes as field player in the second half.

Example 2: Assume the same circumstances as Example 1, but the team is playing in a three-game tournament over two days. Each player should play at least half of each game the player attends, with the adjustment for goalies who play as field players.

Playing Time: 13U and Older

Consistent with US Youth Soccer's Player Development Model, all teams playing 13U and older may allocate playing time based on player ability, match circumstances, and other relevant factors as determined by the coach; provided, however, that all players should play in each match in regular season matches, friendlies, and tournaments other than the state championship tournaments (such as the MYSA State Cup or MYSA Montana Cup), regional championship tournaments (such as the Far West Regionals or Far West Presidents Cup), or national championship tournaments. RBFC asserts that players who get less playing time during matches that affect seeding at state championship tournaments should receive more playing time at matches that do not affect seeding, such as friendlies and showcase tournaments. For friendly matches, the coach should consider starting players who usually do not start.

Regardless of how the coach determines playing time at 13U and older, the coach will clearly communicate to the players and their parents or guardians before the start of the season how the coach will determine playing time, including any anticipated changes for state, regional, or national championship tournaments. Coaches will maintain open communication with players and their parents and guardians about any adjustments to playing time during the season, especially before any championship tournaments.

Playing Positions

For 12U and younger, players do not specialize in a position on the field. Players should be trained at and play every position on the field during the season. This is better for player development and creates more opportunities for them in the future. Goalkeepers will play half the match as goalkeeper and the other half of the match as a field player.

For 13U and older, players may specialize in specific positions on the field. However, coaches should train every player in the principles of all aspects of soccer, e.g., forwards should continue to learn defensive principles, defenders should learn attacking principles, etc. If the team has two or more goalkeepers, the goalkeepers should rotate during matches. When not playing in the goal, goalkeepers should be available and given opportunities to play as a field player.

Refund Policy

It is the policy of RBFC to refund registration fees only if your player moves more than 50 miles from his or her primary residence prior to the start of the season, if the player is unable to participate due to a season ending injury or illness as documented by a physician, or RBFC is unable to place your player on a team for a reason other than player misconduct or parent or legal guardian misconduct.

No refund, credits, or fee transfers will be allowed for any other reasons, including without limitation cancellation of training sessions, matches, or entire seasons because of weather, lack of competition, the acts of other clubs or teams, wars, riots, disasters, endemics, pandemics, acts of God, or other events or occurrences beyond RBFC's control. Personal conflicts with training or match schedules are not grounds for refunds.

Refund requests due to injury must be made within 2 weeks of injury or illness and must have a physician's note included.

Registration Fee Policy

Except as provided for herein and regardless of the RBFC program, the full registration fee must be paid by the registration deadline. Each family is obligated to the full financial commitment.

Players will ONLY be allowed to participate on RBFC's teams if one of the requirements below have been met:

- Player participation fees have been paid in full prior to the first scheduled match unless on a payment plan approved by RBFC's Directors.
- A scholarship form has been received by the RBFC staff before the deadline and communication has been made with the scholarship applicant about payment plans.

RBFC will try to collect past due fees as appropriate with potential for removal of current and future playing privileges. Please remember that RBFC is a nonprofit organization that survives off registration fees. Not paying fees as indicated could result in increased playing costs for all players.

Release of Information Policy

It is RBFC's policy to not release any information regarding any player's participation within RBFC structured programming, including, but not limited to team name, training date, training time, training location, match date, match time, match location, coach name, coach contact information, or any other information pertaining to the player's participation in RBFC. Information will only be released to the contact person on the RBFC player's account. If you'd like information to be released to additional guardians or individuals, please have the main contact person for the player account add those individuals to the account.

Right to Refuse Player Policy

RBFC reserves the right to refuse participation for any reason, except for reasons of race, color, national origin, age, disability, sex, gender identity, religion, reprisal, political beliefs, marital status, familial or parental status, sexual orientation, or if all or part of an individual's income is derived from any public assistance programs. The primary reasons for refusing participation are a parent's or guardian's persistent violation of the Parent/Guardian Code of Conduct, player misconduct, or repeated non-payment of registration fees.

Sponsors, Solicitations, Promotions, and Distribution of Materials Policy

Any sponsorships, solicitations, promotions, distributions of written or other materials, or any other advertisement not previously approved by RBFC is strictly prohibited at trainings, matches, or other activities sponsored by RBFC unless the RBFC Board of Directors gives prior written approval of such.

Team Referee Policy

Each team shall register at least one (1) grade 8 or better referee. This referee must be able to fulfill the position of AR on any matches this team is scheduled to play. The team shall certify at the time of registering its players that it has complied with this rule. It is the responsibility of each team to recruit and encourage potential and existing referees, and to see that they attend proper training sessions. Not having this referee available may result in the team's being refused friendlies or other match opportunities.

Team Size Policy

RBFC believes that every player who would like to play soccer should have the opportunity to do so. However, to provide the best training environment and to foster player development, RBFC maintains a Team Size Policy. The Team Size Policy establishes roster minimums and roster caps:

Minimum player requirements by program:

- 6U-8U: 7 players minimum (5v5)
 - Suggested 7-9 players
 - Roster capped at 10 players
- 9U-10U: 10 players minimum (7v7)
 - Suggested 11 players
 - Roster capped at 12 players
- 11U-12U: 12 players minimum (9v9)
 - Suggested 13-14 players
 - Roster capped at 15 players
- 13U+: 14 players minimum (11v11)
 - Suggested 15-16 players
 - Roster capped at 18 players

Suggested team sizes reflect the number of players for a team to be most successful through the season. To ensure the placement of new players, RBFC reserves the right to add players to a team roster that is below the suggested number of players. Coaches are obligated to accept players if their roster is under the minimum suggested players found above. Once the roster meets the minimum requirement, it is the coach's choice to accept more players beyond the minimum suggested above.

Teams may also elect to carry "training players" beyond the roster cap set forth above.

This policy does not guarantee that RBFC will be able to fill all teams to the minimum suggested roster size due to limitations on the number of players that register within a geographic area, age group, or gender.

Note: Once rosters have been finalized and the coach has contacted everyone on the team, RBFC will remove players only if requested by the parents or guardian.

Uniform Policy

RBFC enters into uniform provider agreements to reduce the cost of the uniform for players. This relationship is critical to the success of both on and off-site programming. As such, all RBFC branded uniforms should be through the uniform provider. RBFC strongly encourages its participants to acquire all other branded gear through the uniform provider, including training gear, cold weather gear, bags, and fan gear.

Players registered to RBFC competitive teams must purchase a uniform package at the beginning of the season from our uniform provider. Players are required to wear appropriate RBFC issued gear to each match. There are no exceptions to this policy. Players are responsible for upkeep of this gear. Continuing players will have the opportunity to reuse last year's uniform if it is in the current style.

New uniforms must be purchased when RBFC selects a new uniform, or the uniform provider terminates the uniform regardless of need. Uniform numbers will be assigned by RBFC.

Weather Policy—Air Quality

Air Quality

Soccer is considered a high-intensity cardiovascular sport. Air quality can affect players' ability to perform and poor air quality can pose a significant health risk during training and games. Coaches should follow this policy to determine when and how to conduct training sessions based on air quality conditions.

RBFC will use EPA NowCast Air Quality Index (AQI) to monitor air quality (www.airnow.gov). The table below shows when to modify outdoor physical activity based on the AQI.

<u>AQI</u>	<u>Color</u>	<u>Training Modifications</u>
≤ 50	Green	Outdoor training and games proceed without modification.
51-100	Yellow	Outdoor training and games proceed without modification.
101-150	Orange	Outdoor training and games proceed as scheduled with the following modification: <ul style="list-style-type: none">• Coaches provide additional breaks and decreased intensity• If AQI is trending upward, decrease intensity and duration. Activities may be moved indoors.
≥ 151	Red/Purple/Black	All training and games will be moved indoors, delayed until the AQI is below 151, or cancelled.

Certain populations' sensitivities to air quality can vary. If a parent or player does not feel comfortable attending a training session or game due to air quality, then they may decline to attend without repercussions and will notify the coach of their decision and reason.

While RBFC controls the games its scheduled and training sessions of its teams, it does not control games scheduled by other clubs or organizations. RBFC cannot ensure that other clubs or organizations will cancel games based on AQI or any other objective measure of air quality. In such cases, RBFC or a specific team may accept a forfeit for declining to play based on air quality.

Disclaimer: The AQI that RBFC uses is the NowCast AQI analysis from the Billings Lockwood City detector operated by the Montana Department of Environmental Quality (an EPA Partner).

Weather Policy—Cold Weather

This policy is based on and adapted from US Soccer’s Recognize to Recover “Cold Weather Guidelines” and “U.S. Soccer’s Comprehensive Player Health and Safety Program”.

Players are more susceptible to injuries during cold weather, particularly from pulled or torn muscles. Players should be encouraged to wear appropriate clothing to aid body heat retention yet afford adequate movement without creating a safety hazard. Coaches must follow these guidelines when training in cold weather (which is defined as air temperature regardless of wind chill below forty-five (45) degrees Fahrenheit):

- When the wind chill temperature (“WCT”) is below twenty (20) degrees Fahrenheit at the start of training, the training shall be cancelled or moved indoor.
- When the WCT is between twenty-one (21) degrees and thirty (30) degrees Fahrenheit at the start of training and the outdoor conditions might be wet, the training shall be cancelled or moved indoor.
- When the WCT is between twenty (20) degrees and thirty (30) degrees Fahrenheit at the start of training and the outdoor conditions will be dry, coaches should be aware of and watch for cold injury, require players to wear additional protective clothing to cover exposed skin, and consider moving activities indoor.
- When the WCT is above thirty (30) degrees Fahrenheit at the start of training or a game, then training may proceed as scheduled, but coaches shall watch for cold injury and take appropriate precautions as conditions changes.

WIND CHILL TEMPERATURE (WCT) INDEX								
Temperature (F°)								
		40	35	30	25	20	15	10
Wind Speed (mph)	5	36	31	25	19	13	7	1
	10	34	27	21	15	9	3	-4
	15	32	24	21	13	6	0	-7
	20	30	23	19	11	4	-2	-9
	25	29	22	17	9	3	-4	-11
	30	28	21	16	8	1	-5	-12
	35	27	20	15	7	0	-7	-14
	40	27	19	14	6	-1	-8	-15
	45	26	19	13	5	-2	-9	-16

Weather Policy—Hot Weather

This policy is based on and adapted from US Soccer’s Recognize to Recover “Heat Guidelines”, “U.S. Soccer’s Comprehensive Player Health and Safety Program”.

The risk of heat related illness from vigorous sports activity increases with the temperature and humidity. The body generates heat which cannot be dissipated readily when the ambient temperature exceeds 85° F, depending upon the humidity and acclimatization. This policy attempts to prevent heat related illnesses.

Heat Acclimatization

After winter, players are not acclimatized to warmer weather and physical exertion in warmer weather. To acclimatized players properly, RBFC recommends a fourteen (14) day heat-acclimatization period before full-scale spring training, as follows:

- During the first five (5) days, players shall not participate in more than one (1) practice per day.
- Total training and game time shall not exceed three (3) hours per day, including when an activity is interrupted by inclement weather.
- If there are more than two (2) trainings or games per day, then there shall be a minimum three (3) hour recovery period between training or games.

Cancelling Practices

To measure the risk of heat related illness (such as heat exhaustion and exertional heat stroke), U.S. Soccer uses the Wet Bulb Globe Temperature (“WBGT”) and geographic region. Billings is located in Region Category 1 and all the information below is for Region Category 1. The graph at Exhibit A shows the WBGT. The following chart shows when training sessions will be cancelled or limited based on WBGT.

Alert Level	WBGT	Condition	Recommendations:
Black	>86.2	Extreme	No outdoor training (delay training until cooler, move indoor, or cancel). This is identified on Appendix A for easy reference.
Red	84.1-86.1	High Risk	Maximum of 1 hour of training w/ 4 breaks of 4 minutes. No additional conditioning.
Orange	81.1-84.1	Moderate Risk	Maximum of 2 hours of training with 4 separate 4-minute breaks each hour, OR a 10 minute break every 30 minutes of training.

Yellow	76.3-81.0	Less than Ideal	3 separate 4-minute breaks each hour OR a 12 minute break every 40 minutes of training.
Green	<76.1	Good	Normal activities (recommended 3 separate 3 minute breaks each hour OR a 10 minute break every 40 minutes).

Coaches should monitor players for signs of heat related illnesses and provide adequate opportunities for hydration as needed.

Weather Policy—Lightning

This policy is based on and adapted from US Soccer’s Recognize to Recover “Lightning and Severe Weather” and U.S. Youth Soccer’s “Lightning Safety Outdoors”.

According to the US Soccer Federation, lightning is one of the top ten causes of sudden death in sport. Because soccer is generally played outdoors, lightning poses a severe risk to player health and safety. Lightning can travel as far as ten (10) miles away from the storm that generated the strike. To protect players from lightning, coaches shall take the following precautions:

- Check the current weather and weather forecast before holding outdoor activities. Many current weather apps have lightning warnings, including distance of last strike. Coaches are strongly encouraged to use a reputable weather app with lightning warnings.
- If a coach or player hears thunder or sees lightning during training, then the coach shall determine the proximity of the most recent lightning strike (consult a reputable weather app or other reputable source). If the last lightning strike is closer than ten (10) miles away or if the coach cannot determine the proximity of the last lightning strike, then all outdoor activities shall be suspended and the team moved to safety immediately. The safest place is a completely enclosed building and then inside a hard-topped metal vehicle. Stay away from exposed steel structures, trees, and elevated locations.
- Outdoor activities cannot resume until thirty (30) minutes after the most recent lightning or thunder within ten (10) miles of the location.

APPENDIX A

WET BLUB GLOBE TEMPERATURE (WBGT) FROM TEMPERATURE AND HUMIDITY																													
Temperature (F°)																													
		68	69.8	71.6	73.4	75.2	77.0	78.8	80.6	82.4	84.2	86.0	87.8	89.6	91.4	93.2	95.0	96.8	98.6	100.4	102.2	104.0	105.8	107.6	109.4	111.2	113.0	114.8	
Relative Humidity (%)	0	59	60.8	60.8	62.6	64.4	64.4	66.2	66.2	68	68	69.8	71.6	71.6	73.4	73.4	75.2	75.2	77	77	78.8	80.6	80.6	82.4	84.2	84.2	84.2	84.2	86
	5	60.8	60.8	62.6	64.4	64.4	66.2	66.2	68	68	69.8	71.6	71.6	73.4	73.4	75.2	75.2	77	77	78.8	80.6	80.6	82.4	84.2	84.2	84.2	87.8	87.8	89.6
	10	60.8	62.6	62.6	64.4	66.2	66.2	68	69.8	69.8	71.6	73.4	73.4	75.2	77	77	78.8	80.6	80.6	82.4	84.2	86	86	87.8	89.6	89.6	91.3	91.3	93.2
	15	62.6	62.6	64.4	66.2	66.2	68	69.8	69.8	71.6	73.4	73.4	75.2	77	78.8	78.8	80.6	82.4	84.2	84.2	86	86	87.8	89.6	91.4	91.4	93.2	95	96.8
	20	62.6	64.4	64.4	66.2	68	69.8	69.8	71.6	73.4	75.2	75.2	77	78.8	80.6	80.6	82.4	84.2	86	86	87.8	89.6	89.6	91.4	93.2	95	96.8	98.6	100.4
	25	64.4	64.4	66.2	68	68	69.8	71.6	73.4	75.2	75.2	77	78.8	80.6	82.4	82.4	84.2	86	86	87.8	89.6	91.4	93.2	95	96.8	98.6	100.4	102.2	
	30	64.4	66.2	68	68	69.8	71.6	73.4	75.2	75.2	77	78.8	80.6	82.4	84.2	84.2	86	86	87.8	89.6	91.4	93.2	95	96.8	98.6	102.2			
	35	64.4	66.2	68	69.8	71.6	73.4	73.4	75.2	77	78.8	80.6	82.4	84.2	86	86	87.8	89.6	91.4	93.2	95	96.8	98.6	100.4	102.2				
	40	66.2	68	69.8	69.8	71.6	73.4	75.2	77	78.8	80.6	82.4	84.2	86	86	87.8	89.6	91.4	93.2	95	96.8	98.6	100.4	102.2					
	45	66.2	68	69.8	71.6	73.4	75.2	77	78.8	80.6	80.6	82.4	84.2	86	86	89.6	91.4	93.2	95	96.8	98.6	100.4							
	50	68	69.8	71.6	73.4	73.4	75.2	77	78.8	80.6	82.4	84.2	86	86	87.8	91.4	93.2	95	96.8	98.6	102.2								
	55	68	69.8	71.6	73.4	75.2	77	78.8	80.6	82.4	84.2	86	86	87.8	89.6	93.2	95	96.8	98.6	100.4									
	60	69.8	71.6	73.4	75.2	77	78.8	80.6	82.4	84.2	86	86	87.8	89.6	91.4	95	96.8	98.6	100.4										
	65	69.8	71.6	73.4	75.2	77	78.8	80.6	82.4	84.2	86	86	87.8	89.6	91.4	93.2	96.8	98.6	100.4										
	70	71.6	73.4	75.2	77	78.8	80.6	82.4	84.2	86	86	87.8	91.4	93.2	95	96.8	100.4	102.2											
	75	71.6	73.4	75.2	77	78.8	80.6	84.2	86	86	87.8	89.6	91.4	95	96.8	98.6	102.2												
	80	73.4	75.2	77	78.8	80.6	82.4	84.2	86	86	89.6	91.4	93.2	96.8	98.6	100.4													
	85	73.4	75.2	77	78.8	82.4	84.2	86	86	87.8	89.6	93.2	95	98.6	100.4	102.2													
	90	75.2	77	78.8	80.6	82.4	84.2	86	86	87.8	89.6	91.4	95	96.8	98.6	102.2													
	95	75.2	77	78.8	80.6	84.2	86	86	87.8	91.4	93.2	95	98.6	100.4															
100	75.2	78.8	80.6	82.4	84.2	87.8	89.6	91.4	95	96.8	100.4	102.2																	