

**UNITED STATES SOCCER FEDERATION
PROFESSIONAL LEAGUE STANDARDS**

I. General Requirements for All Professional Leagues (Additional Specific Division Standards Listed Below):

a. Composition; Play

- i. League must determine a champion each year based on seasonal play or by means of a post-season playoff tournament.
- ii. League playing rules must comply with all relevant FIFA guidelines and Laws of the Game.

b. Markets; Stadia; and Fields

- i. At least 75 percent of the league's teams must be based in the United States.
- ii. League stadiums must meet the following parameters:
 1. All stadiums/arenas must have controllable ingress/egress.
 2. All outdoor leagues: Playing surfaces for all teams must be at least 70 yards by 110 yards and be FIFA-approved.

c. Financial Viability

- i. As specified for each division, the league must require each team to post with the league or, if so directed, with the Federation, an adequate performance bond or other security to secure the performance of the teams' obligations (including, without limitation, player and staff salaries and wages, stadium lease commitments and third party vendor obligations in addition to commitments by each team to the league) for the current season. In the case of a single-entity league, the league must provide, or demonstrate that it has, adequate security to ensure the performance of the league's obligations for the current season.
- ii. Any new team principal owner must meet with Federation staff regarding the responsibilities of owning a team prior to the team's participation in the league. In the case of a new league, each team principal owner in the new league and the senior league personnel must meet with Federation staff on an individual or group basis, as required by the Federation.
- iii. The league will furnish to the Federation prompt written notice of the following (and, in any event, within five business days of the league obtaining knowledge thereof):
 1. any violation of these Standards, specifying the nature and extent thereof and the corrective action (if any) taken or proposed to be taken with respect thereto.
 2. the filing or commencement of, or any written threat or notice of intention of any person to file or commence, any action, suit, litigation or proceeding, whether at law or in equity or by or before any governmental authority, against the league or one or more teams in the league that could foreseeably result in a Material Adverse Effect.

3. any development that has resulted in, or could foreseeably result in, a Material Adverse Effect.
4. "Material Adverse Effect" shall mean (a) a material adverse change in or effect on the business, condition (financial or otherwise), results of operations, assets or liabilities of the league and/or its teams, individually or taken as a whole; (b) the ability of the league or its teams to perform any of its obligations under these Standards; or (c) the ability of the league or its teams to meet any of their financial obligations.

d. Media

- i. League and each league team must produce an annual media guide.
- ii. League must generate and disseminate weekly statistical reports and regular press releases.
- iii. League or its teams must produce a line-up card or other similar guide for each individual game.

e. Player Health and Safety (All leagues must comply with the amendments to these standards prior to the start of their pre-season in 2024.)

i. Coaches: (Starting in 2026, no waivers will be granted for coaches that are not annually progressing toward meeting these requirements.)

1. Every Head and Assistant coach on every team must hold an active confederation level (C or higher) USSF coaching license or an official equivalency recognition by USSF of a coaching license from the appropriate confederation (e.g., AFC, CAF, Concacaf, Conmebol, UEFA Coaching License) from USSF.
 - a. Head Coaches: Head coaches and/or Interim Head Coaches must hold an active USSF "A" coaching license (or equivalency recognition by USSF of a coaching license from the appropriate confederation) within two years of their appointment.
 - b. Assistant Coaches: Assistant coaches must hold an active USSF "B" coaching license (or equivalency recognition by USSF of a coaching license from the appropriate confederation) within two years of their appointment.
 - c. Specialist Coaches: Specialist coaches (i.e., goalkeeping, medical, sport science, sport psychologist) must hold active accreditation in the respective area(s) of focus.
 - d. With regard to 1.a-1.c above, coaches may seek waivers for additional time to meet their licensing requirement if they are making annual progress towards the mandated coaching license requirement; waivers will not otherwise be granted.

ii. Referees:

1. All games played by league teams in the United States must be refereed by Federation-licensed or approved referees assigned pursuant to league-specific policies set forth by the Federation, if any.

iii. League Office

1. League must have a central office that is open during regular business hours year-round.
2. League must have a full-time employee who handles the responsibilities of a chief executive officer or commissioner.
3. League must have an active publicity/public relations program.
4. League must have an active marketing and sponsorship program.
5. League must have a director of officials or, with the Federation's approval, may delegate such function to the Federation.
6. League must have a professional registrar.
7. League must have a disciplinary body, or an executive group to review allegations of misconduct as defined below related to player safety, including those submitted by Player Safety Officers. Members of this body must be disclosed to all teams in the league and to USSF, and there shall be no ex parte communications to this group by the accused party. A designated individual such as a commissioner may be responsible for deciding disciplinary issues related to misconduct as defined below relating to player safety, when agreed to as part of a collective bargaining agreement with unionized players.
 - a. "Misconduct," as used in these Standards, refers to mental, emotional, sexual, or physical abuse including, but not limited to, harassment, bullying, hazing, and retaliation for reporting potential misconduct.
8. League must have an executive committee.
9. League must have a Player Safety Officer whose primary responsibilities relate to preventing and addressing Misconduct towards players.

iv. Team Organization

1. Each team must have individuals handling responsibilities of the following positions: general manager, director of marketing/sales, director of communications/media relations, director of promotions/community relations, director of game operations, head coach, assistant coach, trainer, ticketing manager, finance director, human resources, player safety officer, and clerical staff.
2. Each team must demonstrate its on-going commitment to the promotion of soccer at all levels in its home market.
3. The league shall impose limitations on each team, set from time to time by the Federation, regarding the types of players that may be listed on the roster.

4. No owner may exercise control over more than one team in a division in such a way that the integrity of any game or competition would be jeopardized or appear to be jeopardized. A “single-entity” league must have separate and distinct individuals or organizations in charge of each team’s management and operations.

v. Transparency

1. If Misconduct is alleged against a coach, the team must notify the League within five (5) business days when a coach correspondingly resigns, is terminated, disciplined, a substantial change in duties is made, or his/her contract is not renewed. The team must provide USSF with accurate reasons for the change in employment if misconduct has been alleged.
2. Where v.1. is applicable, the League must notify USSF within five (5) business days of being notified by the team.
3. League must prohibit the use of non-disclosure and non-disparagement agreements that specifically act to shield information relating to allegations of Misconduct.
4. A coach must be notified of disciplinary action against them, and the team and/or League, as applicable, must provide a fair process for the accused coach to dispute the allegations.

vi. Accountability

1. All league and team personnel must be checked against U.S. Soccer’s Risk Management list, and the league and/or team must perform reasonable diligence regarding any individual being vetted on U.S. Soccer’s Risk Management list.
2. League and/or team, as applicable, must conduct timely investigations into allegations of Misconduct, impose appropriate discipline, and immediately disseminate investigation outcomes.
 - a. League must exercise oversight when a team investigates allegations of Misconduct involving player safety by one of its employees. Where an allegation involves Misconduct by a team’s owner, executive staff, or head coach, the league must take primary responsibility for the investigation.
 - b. Investigator(s) should be independent of all teams in the league and should not have a conflict of interest.
 - c. If U.S. Soccer does not believe a timely investigation is being conducted, it may request information and may consider such factors as whether temporary measures have been imposed, and player safety during the pending investigation. Teams may participate in, but must not lead an investigation of themselves, when there is an allegation of Misconduct involving player safety

3. League must require all owners, staff, and players to participate in investigative interviews and produce relevant documents absent a trauma-informed reason.
 4. League must provide ultimate investigation conclusions and findings, including supporting evidence, to the U.S. Soccer Officer of Participant Safety upon completion of the investigation. USSF holds the right to ask for additional detail in extenuating circumstances, though allowing for victim and witness anonymity.
- vii. Player Safety Training
1. The league must ensure annual training for players, coaches, league personnel, and team personnel on league and/or team policies governing abuse including but not limited to physical, verbal, and emotional abuse, sexual misconduct, anti-harassment, and anti-retaliation policies.
 - a. The training for players must include detailed descriptions of their rights, protections, and options and/or requirements for reporting inappropriate conduct.
- viii. Player Safety and Respect
1. League must establish a Player Safety Officer responsible for ensuring team compliance with player safety standards regarding issues of Misconduct.
 - a. The Player Safety Officer must be available to receive complaints of Misconduct, monitor team implementation of safety standards, coordinate relevant training, address retaliation concerns, and provide regular reports to the league.
 - b. The League Player Safety Officer should be in regular contact with USSF's Player Safety Office and must submit annual reports in a format guided by the Federation.
 - c. League must indemnify or insure the League Player Safety Officer for acts within the scope of employment to the fullest extent permitted by law.
 - d. League must notify the Federation of any change in employment to the League Player Safety Officer position.
 2. Teams must identify an individual within their organization responsible for player safety (Player Safety Officer). This individual's direct line of reporting must not be to any technical staff at the team, and they must have protection from retaliation by team officials. Such individual must not be in a position of power or authority over players. In situations where the player safety officer has additional responsibilities within the organization, such as player operations, they may have a dotted-line to a member of the technical staff.
 3. League must ensure coaches do not exclusively control player trades, housing, medical decisions, or other aspects of a player's life off the field.

4. League must adopt, at a minimum, a written anti-fraternization policy, applying to all league employees, that prohibits intimate relationships (not pre-existing family relationships) when a power imbalance exists. A power imbalance may exist where one person has supervisory, evaluative, or other authority over another. In addition, League must require teams to adopt a written anti-fraternization policy that applies to all team employees that is at least as stringent as the league's policy.

ix. Player Feedback

1. League must implement a system to annually solicit and act on player feedback. If an established players' association exists, solicitation of feedback can be conducted by said players' association. The solicitation of feedback must allow for an anonymous response. Failure to solicit this feedback within four (4) weeks of the end of the season will result in a \$25,000 fine and sanctioning being delayed until the survey is completed.
 - a. League must conduct and review player surveys on an annual basis that include questions about coaching conduct, and the League must share a summary of anonymized results with relevant teams and players.
 - b. League must provide the summarized survey results to the USSF Player Safety Officer, identify to USSF surveys that raise issues of Misconduct and provide a plan of action.
 - c. The foregoing requirement can be met by asking and sharing anonymized, summarized results to the following set of questions (or, upon reasonably advanced notice to the leagues, such additional or revised questions as USSF may determine).
 - d. Leagues do not need to disseminate survey results with teams that indicate how they compare to other teams.
 - i. Name of team (e.g., one in which you finished the season with / will be taking the survey based on)
 - ii. Do coaches / staff respect the players?
 - iii. Do coaches / staff treat the players well?
 1. Must provide an opportunity to elaborate on any mistreatment or lack of respect from coaches / staff
 - iv. Does the club communicate with and educate the players on league and club policies (e.g., prohibited conduct policies, anti-harassment policies)?
 - v. Do coaches / staff follow all league and club policies?
 - vi. Would you recommend playing on your team to a friend of another player?
 - e. League must maintain a confidential reporting line and timely report to USSF any allegations of Misconduct.

x. Relationship with Federation

1. League must apply to become a member of the Federation and, once it has done so, thereafter remain in good standing with the Federation. As part of the application process, the league must pay reasonable costs the Federation may incur for any review of the financial viability of the league and its teams.
2. Each team in the league must be in good standing with the Federation (if the team is based in the United States) or with the applicable national federation (if the team is based outside of the United States), with CONCACAF and with FIFA.
3. League must pay all applicable Federation fees and dues on a timely basis.
4. League must submit to the Federation an annual report setting forth, in reasonable detail, the status of its compliance with these Standards, including team and league financial information, steps being taken to increase league awareness, long and short term goals for the league, previous year attendance numbers and gate reports, and a description of how each team in the league is demonstrating its commitment to the promotion of soccer in its home market and the development of players at the youth level. In addition, the league must submit a review of team culture and coaching practices as part of its annual report. This culture review can be fulfilled through the above questions in the player feedback survey. The Federation reserves the right to visit team activities to observe team culture and coaching practices.
5. League and/or its teams must release its U.S. players requested to play on the U.S. national teams and shall actively support the U.S. national team programs.
6. League and/or its teams must register all players with the Federation on a timely basis.
7. Federation shall have the right to review any financial information, books and records of the league and any of its teams, including any audits conducted by either the league or any of its teams. Federation shall have the right to require an independent audit at its own expense of the league or any of its teams. In the event such an independent audit establishes material irregularities, the cost of the audit shall be paid by the league or team, as applicable.
8. League must have a code of conduct that is signed by all teams and players (or in the case of unionized players, a Collective Bargaining Agreement that includes a code of conduct that binds all players in the league).
9. League must adopt an anti-harassment policy, applicable to all league and team staff, that includes the following elements: definition of misconduct (sexual, verbal, and physical), prohibition of retaliation, and prohibition of racist and discriminatory language.

10. League must adopt guidelines for responsible socialization between players and individuals with supervisory authority, including the use of alcohol,.
11. Teams shall timely provide accurate attendance figures and gross gate reports as requested by the Federation.
12. A team and the league shall notify the Federation if the team has payables overdue by thirty (30) days or more for any of the team's stadium authority, the league or any of the team's key vendors. A team and league shall notify the Federation if it misses any payroll for players within three (3) business days of missing such payroll.
13. In line with U.S. Soccer's governance structure, Pro Leagues are defined as organization members subject to U.S. Soccer Federation bylaws and policies, including the requirement that they enforce certain athlete safety policies in their own membership at the club and individual participant levels.

f. Waiver Procedures

- i. League may request a temporary waiver from compliance with a Standard. Any such request must be made in writing to the Federation and explain in detail (a) the Standard for which a waiver is sought; (b) the reasons why a waiver is necessary; and (c) steps being taken to ameliorate the need for the waiver in the future. Waivers are only good for one year.
- ii. Waiver requests will only be granted for good cause shown by the U.S. Soccer Board of Directors.

g. Annual Sanctioning Process and Enforcement of these Procedures

- i. The Board may approve each professional league in its discretion if a league does not fully comply with the standards. The Board can utilize provisional sanctioning if it believes the league has a material chance of not meeting the required standards.
- ii. For failure to maintain compliance with these standards by either teams or leagues (proportionate to the severity of the offense, and taking into account their respective divisions), the Board can place leagues and teams on probation and levy fines against teams and leagues by majority vote of the non-conflicted directors. Subject to Policy 212-1, Section 1(d), the Board can rescind sanctioning of a league by a two-thirds vote of the non-conflicted directors.

h. Amendments

- i. Any existing league shall have three (3) years from the date it receives any amendment to these Standards to come into compliance with any amendments to these Standards unless the U.S. Soccer Board of Directors specifically informs the league that a shorter compliance period is required to protect the viability of the existing league.

II. Division I Men's Outdoor League:

a. Composition; Play

- i. League must have a minimum of 12 teams to apply. By year three, the league must have a minimum of 14 teams.
- ii. U.S.-based teams must participate in all representative U.S. Soccer and CONCACAF competitions for which they are eligible.

b. Markets; Stadia; and Fields

- i. U.S.-based teams must be located in at least the Eastern, Central and Pacific time zones in the continental United States. (These three time zones are required because the majority of the large population centers are located in these time zones.)
- ii. At least 75 percent of the league's teams must play in metropolitan markets of at least 1,000,000 persons.
- iii. League stadiums must meet the following parameters:
 1. All stadiums/arenas must be enclosed.
 2. All league stadiums must have a minimum seating capacity of 15,000.
- iv. Not later than 180 days prior to the start of each season, each team shall have a lease for at least one full season with its home stadium.

c. Financial Viability

- i. League must demonstrate adequate financial viability to ensure continued operation on a season-by-season basis either in the form of a performance bond or similar instrument for each team in the amount of one million US dollars (US \$1,000,000), or readily-available league funds representing such amount. The maximum amount of such funds for any league shall be twenty million US dollars (US \$20,000,000) and will be used to cover the costs of the teams' operations (including, without limitation, player and staff salaries and wages, stadium lease commitments and third party vendor obligations in addition to commitments by each team to the league) for a season, should that become necessary. Any team whose performance bond is used during the season will be required to replenish it at least 120 days prior to the next season.
- ii. Each team ownership group must demonstrate the financial capacity to operate the team for five years. As part of the process of demonstrating financial capacity, each ownership group must provide detailed financial history (if applicable) and projections (including a detailed budget) for the team to the Federation in a form satisfactory to the Federation. In addition, each team must have and its governing legal documents must designate one principal owner with a controlling interest who owns at least 35% of the team and has authority to bind the team. Such principal owner must have an individual net worth of at least forty million US dollars (US \$40,000,000) exclusive of the value of his/her ownership in the league or team and his/her primary personal residence. The principal owner, together with all other owners, must have a combined individual net worth of at least seventy million US dollars (US \$70,000,000) exclusive of the value of ownership interests in the league or team and primary personal residences. Federation shall have the right to require an independent audit to establish that the team meets these net worth

requirements; the cost of such audit shall be the responsibility of the team or league. The Federation will take reasonable steps to protect from disclosure and limit access to financial information provided under this section.

d. Media

- i. League must have broadcast or cable television contract(s) that provide(s) for the telecasting of all regular season games as well as the championship game or series. For clarity, high-quality internet streaming of regular season games satisfies this requirement.

e. Team Organization

- i. All of the required positions set forth in Section I(g) must be filled by full-time staff year round.
- ii. Each U.S.-based team must demonstrate a commitment to a player development program. This requirement may be satisfied by supporting either an amateur or professional reserve team competing in a USSF-sanctioned league or by the league itself.
- iii. Each U.S.-based team must maintain teams and a program to develop players at the youth level. This requirement may be satisfied by fielding teams in a Federation academy program.

f. League Operations

- i. In addition to the required positions set forth in Section I(e) filled by full-time staff, the league office must have full-time staff performing the functions of a chief operations officer, a chief financial officer and a director of marketing/public relations on a year-round basis.

III. Division I Women's Outdoor League:

a. Composition; Play

- i. League must have a minimum of eight teams to apply. By year four, the league must have a minimum of 10 teams.
- ii. U.S.-based teams must participate in all representative CONCACAF competitions for which they are eligible.

b. Markets; Stadia; and Fields

- i. In the first year, U.S.-based teams must be located in at least two different time zones in the continental United States. By year six, U.S.-based teams must be located in at least the Eastern, Central and Pacific time zones. (These three time zones are required because the majority of the large population centers are located in these time zones.)

- ii. At least 75 percent of the league's teams must play in metropolitan markets of at least 750,000 persons.
- iii. All league stadiums must have a minimum seating capacity of 5,000.
- iv. Not later than 120 days prior to the start of each season, each team shall have a lease for at least one full season with its home stadium.

c. Financial Viability

- i. League must demonstrate adequate financial viability to ensure continued operation on a season-by-season basis either in the form of a performance bond or similar instrument for each team in the amount of one hundred thousand US dollars (US \$100,000), or readily-available league funds representing such amounts. The funds will be used to cover the costs of the teams' operations (including, without limitation, player and staff salaries and wages, stadium lease commitments and third party vendor obligations in addition to commitments by each team to the league) for a season, should that become necessary. Any team whose performance bond is used during the season will be required to replenish it at least 120 days prior to the next season.
- ii. Each team ownership group must demonstrate the financial capacity to operate the team for three years. As part of the process of demonstrating financial capacity, each ownership group must provide detailed financial history (if applicable) and projections (including a detailed budget) for the team to the Federation in a form satisfactory to the Federation. In addition, each team must have and its governing legal documents must designate one principal owner with a controlling interest who owns at least 35% of the team and has authority to bind the team. Such principal owner must have an individual net worth of at least fifteen million US dollars (\$15,000,000) exclusive of the value of his/her ownership in the league or team and his/her primary personal residence. The principal owner, together with all other owners, must have a combined individual net worth of at least twenty five million US dollars (US \$25,000,000) exclusive of the value of ownership interests in the league or team and primary personal residences. Federation shall have the right to require an independent audit to establish that the team meets these net worth requirements; the cost of such audit shall be the responsibility of the team or league. The Federation will take reasonable steps to protect from disclosure and limit access to financial information provided under this section.

d. Team Organization

- i. All of the required positions set forth in Section I(g) must be filled by full-time staff year-round.

e. League Operations

- i. In addition to the required positions set forth in Section I(e) filled by full-time staff, the league office must have full-time staff performing the functions of a chief operations officer and/or a chief financial officer and a director of marketing/public relations on a year-round basis.

IV. Division II Men's Outdoor League:

a. Composition; Play

- i. League must have a minimum of eight teams to apply. By year three, the league must have a minimum of 10 teams. By year six, the league must have a minimum of 12 teams.
- ii. U.S.-based teams must participate in all representative CONCACAF competitions for which they are eligible.

b. Markets; Stadia; and Fields

- i. In the first year, U.S.-based teams must be located in at least two different time zones in the continental United States. By year six, U.S.-based teams must be located in at least the Eastern, Central and Pacific time zones. (These three time zones are required because the majority of the large population centers are located in these time zones.)
- ii. At least 75 percent of the league's teams must play in metropolitan markets of at least 750,000 persons.
- iii. All league stadiums must have a minimum seating capacity of 5,000.
- iv. Not later than 120 days prior to the start of each season, each team shall have a lease for at least one full season with its home stadium.

c. Financial Viability

- i. League must demonstrate adequate financial viability to ensure continued operation on a season-by-season basis either in the form of a performance bond or similar instrument for each team in the amount of seven hundred fifty thousand US dollars (US \$750,000), or readily-available league funds representing such amounts. The maximum amount of such funds for any league shall be fifteen million US dollars (US \$15,000,000) and will be used to cover the costs of the teams' operations (including, without limitation, player and staff salaries and wages, stadium lease commitments and third party vendor obligations in addition to commitments by each team to the league) for a season, should that become necessary. If the performance bonds or similar instruments are joint and several amongst the teams and the league, the amounts may be reduced to five hundred thousand US dollars (US \$500,000) per team with a maximum of ten million US dollars (US \$10,000,000) in aggregate. Any team whose performance bond is used during the season will be required to replenish it at least 120 days prior to the next season.
- ii. Each team ownership group must demonstrate the financial capacity to operate the team for three years. As part of the process of demonstrating financial capacity, each ownership group must provide detailed financial history (if applicable) and projections (including a detailed budget) for the team to the Federation in a form satisfactory to the Federation. In addition, each team must have and its governing documents must designate one principal owner with a controlling interest who owns at least 35% of the team and has authority to bind the team. Such principal owner must have an individual net worth of at least twenty million US dollars (US

\$20,000,000) exclusive of the value of his/her ownership in the league or team and his/her primary personal residence. Federation shall have the right to require an independent audit to establish that the principal owner's net worth meets this requirement; the cost of such audit shall be the responsibility of the team or league. The Federation will take reasonable steps to protect from disclosure and limit access to financial information provided under this section.

d. Team Organization

- i. All of the required positions set forth in Section I(g) must be filled by full-time staff year-round.

V. **Division II Women's Outdoor League:**

a. Composition; Play

- i. League must have a minimum of six teams to apply. By year three, the league must have a minimum of 8 teams.
- ii. U.S.-based teams must participate in all representative CONCACAF competitions for which they are eligible.

b. Markets; Stadia; and Fields

- i. A majority of the league's teams must play in metropolitan markets of at least 500,000 persons.
- ii. All league stadiums must have a minimum seating capacity of 2,000.
- iii. Not later than 120 days prior to the start of each season, each team shall have a lease for at least one full season with its home stadium.

c. Financial Viability

- i. The League must demonstrate adequate financial viability to ensure continued operation on a season-by-season basis either in the form of a performance bond or similar instrument for each team in the amount of fifty thousand US dollars (US \$50,000), or readily-available league funds representing such amounts. The funds will be used to cover the costs of the teams' operations (including, without limitation, player and staff salaries and wages, stadium lease commitments and third party vendor obligations in addition to commitments by each team to the league) for a season, should that become necessary. Any team whose performance bond is used during the season will be required to replenish it at least 120 days prior to the next season.
- ii. Each team ownership group must demonstrate the financial capacity to operate the team for three years. As part of the process of demonstrating financial capacity, each ownership group must provide detailed financial history (if applicable) and projections (including a detailed budget) for the team to the Federation in a form satisfactory to the Federation. In addition, each team must have and its governing legal documents must designate one principal owner with a controlling interest who owns at least 35% of the team and has authority to bind the team. Such principal owner must have an individual net worth of at least seven million five hundred thousand US dollars (US \$7,500,000) exclusive of the value of his/her ownership in

the league or team and his/her primary personal residence. Federation shall have the right to require an independent audit to establish that the principal owner's net worth meets this requirement; the cost of such audit shall be the responsibility of the team or league. The Federation will take reasonable steps to protect from disclosure and limit access to financial information provided under this section.

d. Team Organization

- i. All of the required positions set forth in Section I(g) must be filled by full-time staff during the season.

VI. Division III Men's Outdoor League:

a. Composition; Play

- i. League must have a minimum of 8 teams to apply.
- ii. U.S.-based teams must participate in the U.S. Open Cup.

b. Stadia

- i. All league stadiums must have a minimum seating capacity 1,000.

c. Financial Viability

- i. League must demonstrate adequate financial viability to ensure continued operation on a season-by-season basis either in the form of a performance bond or similar instrument for each team in the amount of two hundred and fifty thousand US dollars (US \$250,000), or readily-available league funds representing such amounts. The funds will be used to cover the costs of the teams' operations (including, without limitation, player and staff salaries and wages, stadium lease commitments and third party vendor obligations in addition to commitments by each team to the league) for a season, should that become necessary. Any team whose performance bond is used during the season will be required to replenish it at least 120 days prior to the next season.
- ii. Each team ownership group must demonstrate the financial capacity to operate the team for three years. As part of the process of demonstrating financial capacity, each ownership group must provide detailed financial history (if applicable) and projections (including a detailed budget) for the team to the Federation in a form satisfactory to the Federation. In addition, each team must have and its governing legal documents must designate one principal owner with a controlling interest who owns at least 35% of the team and has authority to bind the team. Such principal owner must have an individual net worth of at least ten million US dollars (US \$10,000,000) exclusive of the value of his/her ownership in the league or team and his/her primary personal residence. Federation shall have the right to require an independent audit to establish that the principal owner's net worth meets this requirement; the cost of such audit shall be the responsibility of the team or league. The Federation will take reasonable steps to protect from disclosure and limit access to financial information provided under this section.

VII. Division III Women's Outdoor League:

a. Composition; Play

- i. League must have a minimum of 6 teams to apply. By year three, the league must have a minimum of 8 teams.
- ii. Teams must participate in Women's U.S. Open Cup, if applicable.

b. Stadia

- i. All league stadiums must have a minimum seating capacity of 1,000.

c. Financial Viability

- i. League must demonstrate adequate financial viability to ensure continued operation on a season-by-season basis either in the form of a performance bond or similar instrument for each team in the amount of twenty thousand US dollars (US \$20,000), or readily-available league funds representing such amounts. The funds will be used to cover the costs of the teams' operations (including, without limitation, player and staff salaries and wages, stadium lease commitments and third party vendor obligations in addition to commitments by each team to the league) for a season, should that become necessary. Any team whose performance bond is used during the season will be required to replenish it at least 120 days prior to the next season.
- ii. Each team ownership group must demonstrate the financial capacity to operate the team for three years. As part of the process of demonstrating financial capacity, each ownership group must provide detailed financial history (if applicable) and projections (including a detailed budget) for the team to the Federation in a form satisfactory to the Federation. In addition, each team must have and its governing documents must designate one principal owner with a controlling interest who owns at least 35% of the team and has authority to bind the team. Such principal owner must have an individual net worth of at least five million US dollars (US \$5,000,000) exclusive of the value of his/her ownership in the league or team and his/her primary personal residence. Federation shall have the right to require an independent audit to establish that the principal owner's net worth meets this requirement; the cost of such audit shall be the responsibility of the team or league. The Federation will take reasonable steps to protect from disclosure and limit access to financial information provided under this section.

VIII. Indoor Professional League:

a. Composition; Play

- i. League must have a minimum of 6 teams to apply. By year three, the league must have a minimum of 8 teams.

b. Stadia and Fields

- i. League stadiums must meet the following parameters:
 - 1. All stadiums/arenas must be enclosed.
 - 2. Playing surfaces for all teams must be at least 75 feet at their widest point and 175 feet at their longest point.
- ii. All league stadiums must have a minimum seating capacity of 1,000.

c. Financial Viability

- i. League must demonstrate adequate financial viability to ensure continued operation on a season-by-season basis either in the form of a performance bond or similar instrument for each team in the amount of twenty thousand US dollars (\$20,000), or readily-available league funds representing such amounts. The funds will be used to cover the costs of the teams' operations (including, without limitation, player and staff salaries and wages, stadium lease commitments and third party vendor obligations in addition to commitments by each team to the league) for a season, should that become necessary. Any team whose performance bond is used during the season will be required to replenish it at least 120 days prior to the next season.
- ii. Each team ownership group must demonstrate the financial capacity to operate the team for three years. As part of the process of demonstrating financial capacity, each ownership group must provide detailed financial history (if applicable) and projections (including a detailed budget) for the team to the Federation in a form satisfactory to the Federation. In addition, each team must have and its governing legal documents must designate one principal owner with a controlling interest who owns at least 35% of the team and has authority to bind the team. Such principal owner must have an individual net worth of at least three million US dollars (US \$3,000,000) exclusive of the value of his/her ownership in the league or team and his/her primary personal residence. Federation shall have the right to require an independent audit to establish that the principal owner's net worth meets this requirement; the cost of such audit shall be the responsibility of the team or league. The Federation will take reasonable steps to protect from disclosure and limit access to financial information provided under this section.