



EHA Handbook

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EAGAN HOCKEY ASSOCIATION
P.O. Box 21214
Eagan, MN 55121-0481

EAGAN HOCKEY ASSOCIATION MISSION STATEMENT

The Eagan Hockey Association (EHA) is a non-profit organization dedicated to providing a fun and educational experience for the children in the Eagan High School area who wish to play ice hockey in accordance with our Minnesota Hockey affiliate agreement. Our programs are planned, promoted, and administered by unpaid volunteers. Our curriculum stresses basic skills, encourages team play, sportsmanship, and strives for fair playing time for all players. The individuals who teach this curriculum have completed one or more courses in USA Hockey's Coaches Education Program (CEP). EHA's coaches and Board of Directors, through such things as our Code of Conduct, are committed to teaching players to respect their teammates, coaches, opponents and officials.

EHA welcomes and encourages participation by its members. Half of our Board members are (re)elected annually by popular vote. The Board of Directors regularly scheduled meetings are open to the public. The time and place of these meetings are posted on our website; www.eaganhockey.com. We invite you to attend meetings, express your thoughts and concerns, and most important of all, volunteer to support our programs. If you are interested, please contact an [EHA Board Member](#).

2026-2027 EHA BOARD OF DIRECTORS AND KEY VOLUNTEERS

President	Heath Pecor	President@EaganHockey.com
Vice President	Julie Ghere	VicePresident@EaganHockey.com
Secretary	Brya Norberg	Secretary@EaganHockey.com
Treasurer	Jake Machacek	Treasurer@EaganHockey.com
Hockey Operations Director	Kyle Loch	HockeyOperations@EaganHockey.com
Coach in Chief/Player Development	Jon Kerr	PlayerDevelopment@EaganHockey.com
Registrar/Volunteer Coordinator	Katie Nelson	Registrar@EaganHockey.com
Bantam/Junior Gold Coordinator	Trevor McCormick	BantamCoordinator@EaganHockey.com
Pewee Coordinator	Dan Dushinske	PeweeCoordinator@EaganHockey.com
Squirt Coordinator	Andrew Uzpen	SquirtCoordinator@EaganHockey.com
10U/12U/15U Girls Coordinator	Michael Lavine	GirlsCoordinator@EaganHockey.com
6U/8U Girls / Recruitment & Retention Coordinator	Jim Smith	6u8u@eaganhockey.com
Mite Coordinator	Jeff Baumann	Mite@EaganHockey.com
Mini-Mite / Recruitment & Retention Coordinator	Ethan Peterson	MiniMite@EaganHockey.com
Special Events Coordinator	Patrick Foulks	SpecialEvents@EaganHockey.com
Tournament Directors	Jake McPherson Katie Weber	TournamentDirector@EaganHockey.com
Equipment Coordinator	Melissa Christenson Ekman	EquipmentCoordinator@EaganHockey.com
Gambling Manager*	Shannon Cady	shannoncady@gmail.com
Charitable Gambling*	Sue Downey	sdowney@EaganHockey.com
Outdoor Rink Liaison*	Robert Braun	rbraun@EaganHockey.com

* Denotes non-voting Board Member

SAFESPORT

All EHA players and coaches must be members of USA Hockey. The safety of its participants is of paramount importance to USA Hockey. USA Hockey SafeSport is the organization's program related to off-ice safety.

USA Hockey has long had systems in place to protect its participants from physical abuse, sexual abuse and other types of abuse and misconduct that can be harmful to youth hockey players and other participants. These include without limitation Physical Abuse, Sexual Abuse, Screening, Locker Room Supervision and Hazing Policies, in addition to Codes of Conduct applicable to administrators, coaches, officials, parents, players and spectators. The USA Hockey SafeSport Handbook is intended to update and collect USA Hockey's various policies to protect its participants from all types of misconduct and abuse.

USA Hockey has ZERO TOLERANCE for abuse and misconduct.

For further information see <https://www.usahockey.com/safesportprogram>.



REGISTRATION INFORMATION

Age Brackets and Payment Plan (Fee does not include USA Hockey/MN Hockey fees)

	Birth Date Range	EHA Registration Fee	Due at Registration	Payment Plan Available
Boys and Girls				
Termites (Pre-K)	06/01/2021 - 05/31/2022	\$0	\$0	No
Mini-Mite K	06/01/2020 - 05/31/2021	\$100	\$100	No
Mini-Mite 1	06/01/2019 - 05/31/2020	\$100	\$100	No
Mite	06/01/2017 - 05/31/2019	\$550	\$550	No
Girls				
8 & under	06/01/2017 - 05/31/2019	\$550	\$550	No
10 & under	06/01/2015 - 05/31/2017	\$1,400 / 700.00**	\$560	Yes
12 & under	06/01/2013 - 05/31/2015	\$1,900 / 950.00**	\$760	Yes
15 & under	06/01/2010 - 05/31/2013	\$1,580 / 790.00**	\$632	Yes
Youth				
Squirt	06/01/2015 - 5/31/2017	\$1,400/ 700.00**	\$550	Yes
Peewee	06/01/2013 - 5/31/2015	\$1,900 / 950.00**	\$760	Yes
Bantam	06/01/2011 - 05/31/2013	\$2,000 / 1,000.00**	\$800	Yes
Junior Gold	06/01/2007 - 05/31/2011	\$1,255 / 627.50**	\$502	Yes

* Birth dates are set by MN Hockey.

**Denotes goalie fee.

Link to this page: [USA & MN Hockey Fees](#)

- MAXIMUM BASE FEE PER FAMILY IS \$4,300 (EHA Regular Season Fees Only; team fund fees or other fees may apply)

TRYOUT FEE

Tryout fees are included in registration fees and include the cost of pre-tryout ice time and clinics.

REGISTRATION FEE BALANCE

Registration fee balances are due in full with the 4th and final payment.

Players with outstanding balances will not be permitted to participate in EHA programs until their accounts are paid in full or a payment plan has been established with the Treasurer. This includes participation in Home Ice Advantage and Fall 3v3 programs.

TEAM SLUSH FUNDS

EHA will fund the initial amounts (per registered EHA player) to travel team slush funds as follows:

EHA reserves the right, at its sole discretion, to withhold or reduce slush fund allocations for any travel team utilizing a non-parent paid coach.

Squirt/10U - \$140 per skater; \$70 per goalie

Pewee/12U - \$190 per skater; \$95 per goalie

Bantam - \$200 per skater; \$100 per goalie

15U - \$160 per skater; \$80 per goalie

Junior Gold - \$130 per skater; \$65 per goalie

Non-traveling teams will not be funded by EHA. Reimbursement may be given for the following Hot Dog Hockey supplies: hot dogs, bratwursts, buns, chips, granola bars, bottled water, sports drinks, condiments, and napkins.

TOURNAMENTS

EHA will pay for the registration fees for four tournaments for Bantam, 15U, Pee wee, and 12U; three tournaments for Squirts and 10U. A team may request \$1,300 be placed in their team slush fund in lieu of attending one of the tournaments. If a team decides to cancel from a tournament already registered for, the team is responsible for any cancellation fee incurred.

TOURNAMENT GATE FEES

All tournament gate fees are included as part of the player's registration fees. Any gate fee that is paid by a team at a tournament will be reimbursed. In the event gate fees are charged per spectator, EHA will reimburse the team for the cost of 2 adults per player.

NOTE: Any additional tournament registration and gate fees that a team registers for outside of the assigned tournaments will be entirely paid for from team funds and NOT reimbursed by EHA.

WAIVER POLICY

The EHA waiver policy is intended to align with Minnesota Hockey's philosophy of a community-based amateur hockey program. Players are expected to participate on teams from their local association based on the residence of their parent(s) or legal guardian(s). The boundaries of the geographical area served by each local association are determined by Minnesota Hockey and recorded in the Affiliate Agreements. The EHA boundary aligns with the Eagan High School Boundary. In some circumstances, players may participate in another association by requesting a formal waiver from the policy. School waivers are automatically approved once submitted.

Requests for a waiver must be submitted in writing to the EHA President prior to the beginning of tryouts. The EHA President, Vice President, Hockey Operations Director and appropriate Level Coordinator, in consultation with District 8, are responsible to approve by a majority vote all non-school waivers prior to the EHA President signing off on the waiver. For Squirts/10U and older, once tryouts begin, all non-school waivers, regardless of the circumstances, will be denied. Please refer to Article IV *Participation within the Youth Rules and Regulations* section of the Minnesota Hockey Handbook for detailed information regarding waivers.

REFUND POLICIES

Season Refunds

All refunds are subject to a cancellation fee if issued before the season starts. Once the hockey season begins, 40% of the total registration is forfeited. The start of the season for refund purposes is defined as the first day of tryouts. The only exception will be for verified medical reasons or if a player makes the Eagan High School team (see page 25). Injury/Medical refunds will be prorated based on the time played and fixed costs incurred up to the time of injury. Players will qualify for the refund if their injury or medical condition causes them to miss six (6) or more weeks of the current season. Requests for Injury/Medical refunds must be submitted in writing to the Treasurer for consideration.

PAST DUE ACCOUNTS

Past due accounts are reviewed by the Treasurer. Any member, or immediate family of a member, who:

1. Has any amount past due or owing to the EHA, or
2. Has more than once remitted a check, or other payment instrument to the EHA which was returned because of insufficient funds, or
3. Has remitted a check, or other payment instrument drawn upon a closed account;
 - a. Shall not be allowed to participate in team activities, Home Ice Advantage and Fall 3v3 programs.
 - b. Shall be required to pay all past due amounts and all fees and other charges for the upcoming season in full at the time of registration. Payment must be paid by cash, certified check, cashier's check, credit card, or money order. No member, or immediate family of a member, will be deemed registered prior to full payment of all such amounts, and will not be permitted to attend tryouts, obtain equipment or clothing, or be assigned to any EHA team.
 - c. Communication between EHA and the player/family regarding playing status when account is past due will be facilitated by the EHA Treasurer.

EHA HARDSHIP POLICY

EHA recognizes that due to various kinds of hardships it may be difficult in a given year for individuals to pay all or part of their registration fees within timetables stated. Therefore, EHA provides for the following:

PAYMENT PLANS

EHA will consider a written request for payment of the registration fee in installments. The installments should be scheduled to ensure that a player pays for the ice and other charges incurred up to the due dates. Registration fees must be paid in full by March 15th of the current hockey season. These arrangements must be approved in writing by the EHA President and Treasurer.

MATCHING GRANTS

The EHA Board of Directors will consider written requests for waiving part or the entire registration fee from any members who have secured grants to cover hockey registration fees from local Social Services agencies or similar organizations. The arrangements must be approved in writing by the EHA President and Treasurer.

FINANCIAL ASSISTANCE

Financial assistance is provided by EHA for the purpose of aiding families with hardships. The funds will be available to players in need who request financial assistance in order to participate in hockey. To apply, a written request must be submitted to the EHA Treasurer. Each request will be reviewed and discussed by the Treasurer and President.

Financial assistance does not include team slush funds and/or personal expenses that are required and/or needed for a player to be part of a traveling team during the season.

1. All families requesting Financial Assistance consideration must complete the Financial Aid application, which can be found on the Eagan Hockey Association "EHA" website. Incomplete applications will be returned.
2. Applicants may apply for full assistance, partial assistance or a payment plan.
3. Financial assistance is designed to help families get through periods of financial stress. This program is not

designated as an annual subsidy, and is limited to three years per skater.

4. The assistance provided only covers the base registration fees. The maximum assistance provided will be 100% of the base registration fees in year 1, 60% in year 2 and 30% in year 3. The policy does not cover any USA Hockey fees, team slush funds, uniforms, apparel, travel or other costs associated with hockey. An exception could be granted for unforeseen financial hardship on the applicant's family, if approved by the EHA's Financial Assistance Committee.

5. Preference will be given to those applicants whose families qualify for public assistance programs such as school lunch subsidies, medical assistance or unemployment insurance.

6. Families who do not fulfill their financial assistance obligation (as specified and documented by the EHA) will not be eligible for aid in subsequent years.

7. Families that receive financial assistance must fulfill all DIBS (volunteer) requirements; otherwise, they are ineligible for financial assistance in future years.

8. Financial assistance is provided at the sole discretion of Eagan Hockey's President and Treasurer. All information is kept strictly confidential.

FAMILY CATASTROPHE

The Board of Directors reserves the right to suspend all of the above requirements to the fees of any member in the event that a catastrophe befalls a person or persons, e.g.; the death/disability of a parent/caregiver of a player during the course of the season.

PARTICIPATION ON OUTSIDE TEAMS

Players are strongly discouraged from participation on teams outside EHA/Minnesota Hockey during the winter hockey season. Should scheduling conflicts result from such participation, the player must participate with his/her EHA team. Failure to do so will be considered a violation of the Player's Code of Conduct. Coaches must obtain EHA Board and District 8 approval prior to scheduling any league game, scrimmage, or other on-ice activities with teams/players not registered with MINNESOTA HOCKEY.

All teams must obtain approval of the District 8 Director prior to participating in tournaments not sanctioned by MINNESOTA HOCKEY. This includes all tournaments hosted out of state.

2026-2027 EAGAN HOCKEY TRYOUTS

TRYOUT COMMITTEE

Management of tryouts is performed by the Tryout Committee. The committee is comprised of at least five members. Hockey Operations Director chairs the committee. The committee will meet regularly throughout the summer and will be present at the arena throughout the tryouts. Responsibilities include:

- Establishing a tryout and evaluation process that is based on meaningful, objective criteria and marked by impartiality for all players
- Maintaining integrity of process
- Selection of evaluators and data-entry assistant
- Respectful consideration of all players
- Receive list of coach candidate rankings and coordinate to ensure that coaches know when they are permitted to attend during the tryout process
- Running tryouts
- Evaluate the process, listen to constructive feedback, and recommend changes for the following season

PROCESS FOR FORMING TRYOUT COMMITTEE

1. The Hockey Operations Director invites at least two members of the previous year's committee to serve again.

2. The Hockey Operations Director (if new) must invite the previous year's Hockey Operations Director.
3. The Hockey Operations Director will present a list of at least five names to the Board to fill out the committee. The Board will vote for and appoint committee members with the goal being a committee made up of at least Hockey Operations Director, two Board members, and two members at large. It is the Board's discretion to deviate from the suggested goal.
4. Those approved for the tryout committee will not be considered or approved for EHA head-coaching positions.
5. At the conclusion of tryouts, the EHA Registrar may be in attendance to observe and record roster placements for District 8 and USA Hockey record keeping and approvals.

TEAM FORMATION GUIDELINES

Our guidelines are that all travel teams will have a targeted 66% of the skater roster size locked by the scoring of independent evaluators. The remaining players will be selected by the head coach from a target pickable pool of 135% of the team size. The number of players who lock on a team or the pickable pool size shall be adjusted if players at the breakpoint have the same evaluation scores.

When the number of total skaters exceeds twenty-one (21), team sizes may be determined using the EHA Team Size Grid included in the links below.

[Squirt teams](#) will target 12 skaters per team

[Peewee](#) will target 13 skaters per team

[Bantam](#) will target 14 skaters per team

These guidelines result in the following skater locks and head coach selections.

Team Size (skaters)	Locks	Head Coach Player Selections
18	12	Select 6 from 13 skaters
17	11	Select 6 from 12 skaters
16	11	Select 5 from 11 skaters

15	10	Select 5 from 11 skaters
14	9	Select 5 from 10 skaters
13	9	Select 4 from 9 skaters
12	8	Select 4 from 8 skaters
11	7	Select 4 from 8 skaters
10	7	Select 3 from 7 skaters
9	6	Select 3 from 7 skaters

Per District 8 rules, if there are multiple teams at a particular level, we draft balanced teams.

BACKGROUND

Outside evaluators will be employed to evaluate Squirt, Peewee, and Bantam traveling players. Girls participating at the 10U, 12U and 15U levels register through EHA and tryout for teams formed and governed by EHA's cooperative agreement with Inver Grove Heights and South St. Paul (SpartaCats). Board approved coaching candidates will be able to observe tryouts, but will have no bearing on player scores.

The EHA Tryout Committee selects the drills used for tryouts with input from Hockey Development Committee and the outside evaluators. These drills will be practiced at the official EHA Pre-Tryout Sessions.

Requests for excused absences from any tryout session must be made in advance and submitted via email to Hockey Operations and the player's respective level coordinator. The Tryout Committee reserves the right to take disciplinary action for violations of the Player Code of Conduct during tryouts for on and off-ice violations. Disciplinary action may include the suspension of the offending player from tryouts. The Tryout Committee also reserves the right to take disciplinary action for behavior by coaches that violates the Coaches Code of Conduct and/or behavior that infringes on the integrity of the tryout process. Coaches and evaluators shall be required to agree not to speak about individual players or player scores during and after the tryouts, as a condition for their being considered for a coaching position.

LOCATION, SCHEDULE, ASSIGNMENTS

Tryouts will be held at the Eagan Civic Arena (unless otherwise noted). Session assignments and other tryout information will be posted on the Eagan Hockey website (www.eaganhockey.com). All tryout sessions are closed.

TRYOUT ATTIRE

Name tags on helmets will be removed. All skaters shall wear their provided association practice jersey during tryouts. Players must bring both jersey colors to each tryout session. Players without practice jerseys will receive them at tryouts. Players with practice jerseys from a previous season may trade them in for a larger size at tryouts. If a properly fitted Eagan practice jersey is unavailable, the player must wear a plain practice jersey with no player or team logo. Association hockey socks should be worn. All stickers, patches and other logos and identifiers from outside leagues, AAA teams, or other non-EHA off-season participating (High Performance, camps, etc) must also be removed. Any non-EHA patches, stickers and identifiers should be removed.

VOLUNTEERS

For scrimmage sessions, we use volunteers to help on the player benches. Volunteers may only serve for levels at which they have no players or vested interest in any players at that level as determined by the tryout committee.

TRYOUT PROCEDURES

PROCEDURES FOR SELECTING TEAMS

The EHA Board will have the final determination on the number of teams, the number of players per team, and the levels of play based on the tryout process with input from the Hockey Development Committee.

Only parent head coach candidates that have been approved by the Coach Selection Committee will attend tryouts. Paid head coaches must attend tryouts and paid assistant coaches, with approval, may attend tryouts. To be involved in the selection of skaters from the pickable pool, a coaching candidate must have attended more than half of the tryout sessions. If the selected coach has not attended more than half of the tryouts, the tryout committee shall determine who selects the team.

SQUIRT TRYOUTS

Tryouts will consist of a skills session and at least two scrimmage sessions. Selected drills may be performed at the start of each scrimmage session. The Tryout Committee reserves the right to adjust the format (skill sessions, scrimmages, 3v3, 4v4, 5v5) based on the number of players trying out and the level of the teams.

Teams will be selected after the completion of the final scrimmage session.

PEEWEE AND BANTAM TRYOUTS

Tryouts will consist of a skills session, up to three scrimmages, and one coach-led practice. Selected drills may be performed at the start of each scrimmage session. The practice will be directed by the highest level pre-appointed coach, or secondarily, the highest ranked coach present. The practice shall consist of, but is not limited to, drills that exhibit skills of interest to the coach, small area games, and/or full ice scrimmages. The practice will be approximately one hour in length and will consist of approximately an equally divided number of players based on the rankings from the skill session and the three scrimmages. The number of practice sessions per age group and the size of the practice sessions will depend on the size of the age group from tryouts. The Tryout Committee reserves the right to adjust the format (skill sessions, scrimmages) based on the number of players trying out and the level of the teams. The rank of the players does not change after the final scrimmage. The practice session is mandatory and part of the tryout process.

Teams will be selected after the completion of the coach practice session.

GOALIE PROCEDURES

Bantam, Pee wee, and Squirt

The Tryout Committee will determine the number of goalies per team and make the placements on those teams based on the following:

- Total number of registered goalies per level
- Outside evaluator ratings

The Tryout Committee will adhere to the following rule when placing goalies on teams:

- The top-rated goalie from tryouts will lock on the top-level team. Based on goalie ranking, and number of goalies per team at each level, no goalie can fall further than one level from ranking. For example, if the top-level team has two goalies, and the 3rd-ranked goalie is chosen by the top-level coach, the 2nd ranked goalie will lock on a second-level team. This process continues with any multiple-goalie teams through the subsequent levels.

At the Pee wee and Bantam levels, all goalies that try out and are selected for an “A” or “B” team must play goalie throughout the season. At the Squirt/10U level and the lowest Pee wee and Bantam level, goalies may skate out when not playing goalie at the coaches’ discretion.

Hockey Operations Director, in consultation with the Tryout Committee, may refuse to assign a second goalie to any team if the overall number of goalies is insufficient.

JUNIOR GOLD

The Junior Gold program is designed to offer high school aged hockey players who are not playing Varsity or JV the opportunity to continue to play hockey. The number of teams at the Junior Gold “A”, “B” and “16U” level will be subject to change based on the number of players and the skill level of the players.

The term “Junior Gold” in a general sense refers to the broad four-year age classification of 15-18 year olds (typically grades 10-12). Within the Junior Gold category, there are two age classifications and three levels of play:

Junior Gold 16U: The youngest age classification is “Junior Gold 16U” (i.e. “16 and under”). The age cutoff is 17 years, meaning that players cannot have turned 17 prior to the preceding July 1st.

Junior Gold A & B: “Junior Gold A” and “Junior Gold B” classifications are both 18U. All players playing under the umbrella of Junior Gold are eligible to make the Junior Gold A or Junior Gold B teams. Thus, those rosters can be comprised of players from across all three years of high school - sophomore, junior and senior.

Junior Gold A is a higher level of play than Junior Gold B. Junior Gold B is a higher level than Junior Gold 16U. Team formations will occur in this order starting with the highest level team.

While it is EHA’s intent to place all eligible players on a roster, EHA cannot guarantee placement of all players,

depending on the number of players registered. EHA will attempt to coordinate with other associations to balance rosters or find alternative opportunities. The evaluation and team selection will be held in November, after the conclusion of the Eagan High School tryouts.

Notification of the evaluations will be made by the Level Coordinator and posted on the EHA website. Outside evaluators may be employed to evaluate Junior Gold players. Board approved coaching candidates will be able to observe tryouts and participate in evaluations with guidance from the level coordinator and Tryout Committee.

1. Registration: Registration will be accepted up to the beginning of the second day of evaluations. Late registration may be accepted, but not guarantee a roster placement. Players must be registered to be rostered on a team.

2. Team Placement: Team placement of the players will be consistent with the recommendations outlined by Minnesota Hockey and the Junior Gold High School League. Rosters will be capped at 18 skaters and 2 goalies. If there are two teams at a level, the teams must be balanced and the coaches will draft teams. Any player not receiving roster placement will be granted permission to play outside of EHA. Rosters may be expanded to a maximum of 20 players at the discretion of the head coach and the Tryout Committee.

EHA will reimburse the expense for Photo Banners for Junior Gold seniors.

INABILITY TO TRYOUT

Medical Absence

Players who are unable to tryout because of health or medical reasons must notify Hockey Operations Director in writing before tryouts begin. If a player is unable to finish tryouts, the player must contact the appropriate coordinator and Hockey Operations Director immediately.

A player must verify his or her medical problems in writing from a medical professional, no more than two (2) weeks prior to tryouts. The Tryout Committee will review each player's case and decide on a placement for the player. The committee's decision will be based on:

1. Past playing level and demonstrated abilities of the player.
2. Interviews and/or letters from past coaches.
3. Severity of injury/sickness, and availability to return to play.
4. Input from past coach or coaches.

If time permits, the committee's decision will be forwarded to the Board of Directors for their approval by a Majority vote; otherwise, the Tryout Committee's decision will stand.

Non-Medical Absence

EHA will attempt to accommodate legitimate scheduling conflicts providing that the Tryout Committee Chairperson receives email or written notification 72 hours prior to the first scheduled session.

EHA will review the options with the affected parties (player & parents). The player and parents will ultimately select the option that best meets their interests.

PLAYER MOVEMENTS AFTER TRYOUTS

1. Should a player decide not to play on the "A" or "B" team for which he or she is selected, he/she must play on the lowest team of the level at which he/she tried out or petition Hockey Operations Director upon notification of team placement.
2. A player who is eligible and elects to tryout with EHA, relinquishes his or her right to a waiver from EHA to play in another association within that season.
3. Players eligible to play at two age levels due to birth date and "peer grade" criteria must select one level in which to tryout. Once a player elects to tryout at one of those levels, the player relinquishes their right to play at the other eligible level for the season associated with the tryout.
4. Bantam/High School Move-up Policy: The high school coach can select as many players as needed. The top-level Bantam coach, in conjunction with Hockey Operations Director, may replace as many players as deemed necessary. These players will be taken from the next lower level Bantam team(s). The next lower level Bantam coach(es), in conjunction with Hockey Operations Director, may exercise the option to replace players by selecting players from the next lower level team provided the Bantam Coordinator and Hockey Operations Director feel it is not overly detrimental to that program. This process may continue downward. Players selected by the respective coaches

must be within the pickable pool as determined by the tryout process.

5. Refund Policy – Bantam/High School Move-up Policy: Parents can request a refund in writing to the EHA Treasurer if their son/daughter moves to the Eagan High School level. The refund request will be reviewed by the Officers of the EHA Board and if granted, will be prorated from the beginning of the season to the last date played, including fixed costs.

Player movements for other reasons will be coordinated with coaches input by the appropriate level coordinator(s) and Hockey Operations Director (if “A” and/or “B” teams are affected).

PLAYER MOVEMENT BY AGE LEVEL

This policy governs the participation level for EHA hockey players. Minnesota Hockey establishes the maximum and suggested minimum age brackets for youth hockey.

EHA strongly recommends that boys and girls play at the indicated age level. No player may participate at a level below his/her bracketed age group. All players must register at the appropriate age level. Requests to move up to a higher level must be submitted in writing to Hockey Operations Director and the appropriate level coordinator prior to the start of the tryout/evaluation process.

Traditionally, EHA has had a strict policy of placing a player within their age appropriate level. EHA has implemented a plan which gives consideration to moving up within our programs. For the player that is not eligible for the level of their “peer grade” per the birth date parameters, they will have the opportunity to play up a level should they choose. This affects young-aged players relative to their grade as follows:

Player not eligible (per birth date) for:	But Entering
Pre-K Boys and Girls	Kindergarten
Mites and Girls 8 & Under	2nd Grade
Squirts & Girls 10 & Under	4th Grade
Pewees & Girls 12 & Under	6 th Grade
Bantams & Girls 15 & Under	8 th Grade
Junior Gold & Boys 16 & Under	10 th Grade

These players will have the opportunity to move-up a level, should they choose. Once they have chosen to tryout, at that level, they will have to stay in the pool in which they have selected to tryout. However, a player electing this option will be allowed only two years at each level (Squirts through Bantams). This policy is designed to support players socially in the younger levels and to better prepare the older players for High School age options by having the opportunity to play two years of Bantams before tenth grade. Exceptions to this rule may be made based on the number of players needed at a particular level.

If the player does not fall within the guidelines listed above for playing at the level with their “peer grade”, players may request to move up from their current age level. If the request is approved by the Board, that player must lock onto the top team at the next level otherwise they will continue playing at their current level. *For example, a Mite player may request a move up and must lock into the Squirt A team, otherwise they will continue playing Mites.* Any player participating in tryouts with the hope of “playing up” and locking on the top team will be required to pay a \$300 tryout fee. Should the player lock on the top team, their registration fee will be reduced by the \$300 tryout fee.

8U/Mite age players who elect to exercise this option must be 8 years old as of June 1 of the sign-up year. The same player must have played one year at the 8U or Mite level to move up to the Squirt level. Players desiring to move up must notify the Girls or Squirt Level Coordinator and Hockey Operations Director in writing prior to September 1st.

In certain circumstances, the Board of Directors may, at the recommendation of the level coordinator, move up/waive players or goalies to resolve roster size issues.

The Tryout Committee, in consultation with coaches and evaluators, reserves the right to regulate the number of

players and teams at all levels and oversee the movement of players. This may mean suspension of all or some player movement in a given budget year. EHA will consider all requests with the players' physical and emotional well being first and foremost. All considerations for moving up will be made by the Hockey Operations Director, in consultation with the level coordinator.

All teams will be constructed in accordance with the appropriate procedure outlined above. Also, the Board reserves the right to conduct tryouts without outside evaluators if the number of players is, in its judgment, too small to justify the expense. In this case, the Tryout Committee, with approval from the Board of Directors, will arrange a system by which players will be rated.

The Mite and Mini-Mite Coordinators shall allow first graders who have completed a year of organized hockey to be evaluated at the Mite level and play at a level appropriate for their skill level. First graders electing to play Mites shall pay the increased Mite fee.

TRYOUT INQUIRIES

Parents with questions (other than overall rating score) concerning tryouts should submit them in written form to the EHA Board of Directors or contact the committee through our website.

Send written inquiries to:

EHA Tryout Committee
P.O. Box 21214
Eagan, Minnesota 55121-0481

Or email HockeyOps@eaganhockey.com

The committee will attempt to respond to inquiries within 30 days.

COACHING INFORMATION

QUALIFICATIONS

All EHA hockey coaches shall be CEP certified as required by District 8, Minnesota Hockey, and USA Hockey.

Coaches must have hockey knowledge and basic skills, and they must be able to communicate effectively with players and parents. Coaches should exhibit the following traits:

- A. Dedication
- B. Must be respected by peers, players, and parents
- C. Ability to motivate
- D. Be Objective
- E. Be organized in practice, games, and communication
- F. Adherence to USA Hockey Coaches' Guidebook

Head coaches must have experience commensurate with the playing level. Questions about the CEP program and about certification requirements should be directed to Hockey Operations Director or Player Development. Upon completion of a level certification, coaches will be reimbursed the registration fee of the clinic. To receive reimbursement, coaches shall submit proof of completion and expenses via the form located on the EHA Coaches page at <https://www.eaganhockey.com/coaches>. Non-parent coaches of travel teams are allowed to seek reimbursement from EHA for reasonable lodging while at out-of-town team tournaments.

COACH SELECTION COMMITTEE

The coach selection and appointment process is managed by the Coach Selection Committee through the beginning of the season which is defined as beginning on the first day of registration. The committee has approximately five members and can include the respective Eagan High School Girls and Boys hockey coach(es). The level coordinator chairs the committee at each level, unless the level coordinator is a head coaching candidate at their respective level. In that case, the Board will appoint an alternate chair. The committee meets as necessary throughout the summer. Responsibilities include:

1. Recommendation of coach reappointments as defined in Coach Selection section.

2. Identify/recruit qualified coaching candidates.
3. Reviewing qualifications of prospective coaches.
4. Interviewing prospective coaching candidates.
5. Respectful consideration and ranking of candidates.
6. Recommendation of head coaches.
7. Partnering assistant coaches with head coaches.
8. Recommending and engaging specialty coaches.

PROCESS FOR FORMING THE COACH SELECTION COMMITTEE The Coach Selection Committee is composed of the Coach In Chief, Level Coordinator, Hockey Operations Director, members of the Hockey Development Committee, Player Development and interested members.

COACH SELECTION

Prospective coaches shall submit an online application form expressing their coaching interest. Coaching information and online application can be found on the EHA coaching page at <https://www.eaganhockey.com/coaches>. The Selection Committee will review each candidate's application and conduct a formal interview. The committee will consider hockey playing experience, hockey coaching experience, other sport coaching experience, coaching philosophy, communication skills, past coach evaluations, support of EHA principles, and overall contribution and dedication to youth hockey in Eagan. Upon completion of all interviews, the Coach Selection Committee will identify and recommend potential head coach candidates. All potential head coaches, including any predetermined paid head coaches, must be approved by the Board of Directors. A majority vote of the Board is required for approval. Once Board approval is obtained, the Coach Selection Committee will provide its coach rankings and recommendations to the Tryout Committee. The Tryout Committee will then select head coaches based on those rankings. Coaching positions are open each year, and coaches are appointed for one year at a time.

However, the EHA board recognizes that having a strong coach in the same position, or another coaching role within EHA, from season to season is a significant strength to the program. A returning coach may be asked to continue in their role if:

1. They wish to continue in the same position, and
2. They are unopposed for the position, and
3. The previous season's Selection Committee has reviewed the season feedback and performance assessment by players, parents and Hockey Operations Director, and
4. The Selection Committee can recommend reappointment to the EHA board. The EHA board has final approval on coach reappointment.

In addition to facilitating and participating in the coach selection process, the Coach Selection Committee is responsible for soliciting feedback surveys of coaches. The feedback will be used to provide constructive feedback to coaches. The Coach Selection Committee will:

1. Through the Level Coordinators, solicit parent and coach feedback via an end-of-year survey.
2. Review the survey results and consolidate the feedback into major feedback themes for each coach—parent input comments will be handled in a confidential manner.
3. When appropriate, meet with each returning coach to discuss survey feedback, recognized strengths and areas for improvement.

DEVELOPMENTAL HOCKEY

Developmental ages include Termite, Mini-Mite, 6U, Mite, and 8U. Per the guidelines of the American Development Model (ADM) and ice-time logistics, ½ ice is the largest surface that may be used for Mini-Mite and 6U games. Mites and 8U are permitted to play up to 10 full-ice games after January 10th each season per Minnesota Hockey guidelines. EHA's governing body is Minnesota Hockey and their guidelines shall always supersede EHA guidelines even if they are modified mid-season.

COACHING CLINICS

Eagan Hockey Association conducts clinics to support our coaches each season. Also, coaches are expected to attend USA Hockey Coaching Clinics. Our goal is to fully support and to continuously improve the overall quality of our coaches. During the season a number of additional coaching clinics may be held.

HOCKEY DEVELOPMENT COMMITTEE

The Hockey Development Committee (HDC) focuses on delivering a quality hockey program to provide value to our community. Our efforts are aimed at creating a fun, safe, and competitive hockey environment for all to enjoy. Our hockey program will succeed through increased participation, skill development, team work, and teaching life lessons.

HDC MEMBERS

- Chair - Director of Player Development/Coach-in-Chief
- Hockey Operations Director
- Travel team head coaches

Meetings may include EHA Board Members such as: President, Vice President, Level Coordinators. HDC also seeks input and guidance, in an advisory capacity, from the Boys and Girls Coaches of the Eagan High School hockey teams.

HDC DUTIES

- Build the development structure for Eagan Hockey Association girls and boys teams from Mini-Mites through Jr. Gold within the guidelines and rules of District 8, MN Hockey and USA Hockey.
- Develop and implement programs, both in-season and off-season, for players and coaches of all levels that will enhance the athletes overall playing experience as well as their individual skill development.
- Help coach recruitment, interviews, and retention through the help of the Level Coordinators and the coach selection committee.
- HDC to make recommendations to the Tryout Committee for tryout/evaluation format for skaters and goalies, including on-ice drills/games performed, team formation guidelines, and number of teams at each level.

TEAM MANAGER

As a team manager, you are involved with the team in many different and fun ways. The manager is the team administrator, coordinator and bookkeeper. You will be the team's central point of communication. This is a great way to get involved with your child's team as well as with the game of hockey.

DUTIES FOR TRAVELING TEAMS

1. Coordination: Equipment needs, scrimmages, referees, tournaments, team meetings, and additional practices, if necessary. Manage the monthly hockey events calendar.
2. Budget: Establish and administer budgets that are agreed upon by the parents and coaches. Collect slush-fund checks as needed. Provide team financial statements for transparency. Seek reimbursement from EHA for Bonus Ice up to the approved amount.
3. Scheduling: Aside from EHA provided practices and games, you will be responsible for the scheduling of all additional team events.
4. Communication: You will be the team's liaison between players, parents, coaches, EHA, tournament officials, and others.
5. Administration: Forms, documents, and rosters as may be required by District 8, EHA, or tournament officials.
6. Tournaments: Contact the Tournament Director for details on assigned tournaments and communicate all information to your team. Tournament fees and gate fees were included in each player's registration fee.
7. Equipment: The manager is responsible for returning the equipment, jerseys, and any other items supplied by EHA.
8. Attend a meeting after teams are formed run by the Registration Coordinator to review duties and responsibilities.

9. The EHA seeks greater parental involvement. The team manager position is a great way to participate in your son's or daughter's hockey experience. If you would like to be a team manager or to participate with your hockey association in any other capacity, please contact your player's Level Coordinator for further information.

EHA FUNDRAISER

There will be no formal fundraising requirements for the 2026-2027 hockey season.

Team Fundraising

EHA prohibits individual team fundraising.

EVENTS

EHA may select additional fundraising events on an annual basis in accordance with the fundraising goal. Details of the events will be made available to the team managers and booster club representatives prior to the start of the fundraising events.

EQUIPMENT REQUIREMENTS

For information on equipment standards and requirements of USA Hockey please see: [Rule 304 | Protective Equipment](#)

Squirt, Pee wee, and Bantam players are required to purchase home and away jerseys. EHA provides a discounted jersey set to each player for the initial order purchased through a vendor selected by EHA. EHA reserves the right to assign jersey numbers as necessary in coordination with the jersey vendor. EHA will provide each player a set of home and away socks each season. EHA will provide each player with a practice jersey for use while playing for EHA and is expected to be returned if/when leaving the association. EHA will provide each player with a royal blue pant shell (breezer cover) for use while playing for EHA and is expected to be returned if/when leaving the association.

Junior Gold players will be provided jerseys and pant shells to be returned at the end of the season. EHA will provide socks for each player.

All travel players are expected to wear EHA approved and/or provided home and away jerseys, EHA provided home and away socks, and EHA provided pant shells for any scrimmage and/or game when representing EHA. Players are required to wear Eagan royal blue helmets and gloves.

The Eagan Hockey Association does not authorize the purchase of, or allow the wearing of, team-designed jerseys for games or scrimmages that have not been approved by EHA. The intent of this policy is to maintain a consistent association identity, ensure uniform standards across all teams, and promote a unified appearance for EHA players on and off the ice.

All game jerseys worn by EHA teams must be approved by the EHA Board of Directors and purchased through an EHA-approved vendor. Individual teams, coaches, managers, or parents may not independently design, purchase, or wear alternate or third jerseys for games or scrimmages.

Players are expected to wear EHA-issued practice jerseys at all team practices. Teams may use pinnies or other EHA-approved overlays to create additional practice groups, colors, or team designations during practices. However, teams may not purchase or use alternate practice jerseys without prior approval from the EHA Board of Directors.

The purpose of any approved alternate jersey is to enhance the player experience while preserving a consistent EHA identity and ensuring that all teams represent the Association in a professional and unified manner. The Board may approve a third jersey alternative for the entire association's teams.

Coaches, team staff, players, and families are expected to comply with EHA's uniform policy. Failure to adhere to these requirements, including the unauthorized design, purchase, or use of alternate jerseys or apparel, may result in corrective action. Refer to the **Coach Conduct** section of this handbook for disciplinary procedures and potential consequences related to policy violations.

All EHA-owned or provided player equipment, pucks, first aid kits and goalie equipment must be returned to the Equipment Coordinator at the end of the season. It may be loaned out over the summer on a case-by-case basis.

All skaters who participate on a traveling team will be provided a reversible practice jersey and pant shell (breezer cover) at, or before, tryouts each year. Goaltenders will receive one practice jersey and pant shell at, or before, tryouts each year. All players are expected to wear their EHA practice jerseys during tryouts and practice. At the conclusion of the season, players are expected to keep their practice jerseys and pant shells over the summer. At the start of the following season, players will have an opportunity to exchange their practice jerseys and pant shells for a larger size. Please wash your practice jerseys and pant shells before exchanging them each season.

COACHES

All rostered EHA coaches who participate in activities on the ice are required by USA Hockey and Minnesota Hockey to wear an H.E.C.C approved helmet while on the ice. Failure to do so will be subject to a suspension from coaching.

GOALIES

EHA recognizes the importance of developing goalies and the cost associated with purchasing proper equipment and has the following procedures in place in order to assist goalies. All Mite and 8U skaters should be encouraged to try goalie and a rotation system involving all players, except those who are not interested to try goalie, should be implemented at Mite and 8U levels. No player shall be permitted to be a full-time goalie without permission by the level coordinator. EHA owns a limited number of goalie sets. The Mite and 6U/8U Coordinator is responsible to identify players who show an interest in the position and that player will be able to borrow a goalie set from the association. In order to aid in the transition from Mite/8U to Squirts/10U, a player may use the goalie gear throughout the summer and fall for developmental camps, 3 on 3, and tryouts. This allows a family to consider their options between new and used gear and find the right fitting equipment.

If a skater shows strong interest in goalie as a first year Squirt or 10U, they will be offered the opportunity to borrow association gear if available.

During the summer and fall, a player transitioning to goalie should acquire their own set of gear for the upcoming season. Gear borrowed from the association must be returned upon completion of tryouts. A goalie will not be allowed to participate in team activities until all gear is returned.

EHA PENNANTS/BANNERS/PLAQUES

At the conclusion of each hockey season, EHA will place a banner/plaque in the Eagan Civic Arena recognizing teams that meet the following criteria (pending approval by the City of Eagan and the Civic Arena management):

For Squirts/10U and above;

Team finishes league play in 1st place; or

Team wins District Tournament or League Tournament (top flight only); or

Team finishes 1st, 2nd and 3rd place in the Regional Tournament; or

Team finishes 1st, 2nd, 3rd and Participant in the State Tournament.

Banner will display season, team and level (e.g. Girls 12UA), and District/Regional State tournament achievement as applicable (e.g. District 8 Runner-Up, 3rd Place in Region).

Social Media

The Eagan Hockey Association is committed to maintaining a respectful and positive environment on all its social media platforms. All members, including athletes, coaches, and parents, are expected to use appropriate language and content when posting or commenting online. Posts should support the spirit of teamwork and sportsmanship and must not contain offensive, discriminatory, or derogatory material. It is important to remember that public posts reflect on the association as a whole. Violations of this policy may result in disciplinary action, including possible suspension from the Association. We encourage

everyone to engage positively, share responsibly, and promote the values of our hockey community.

VOLUNTEERING AND THE 'DIBS' SYSTEM

EHA is an association where each member should contribute their time, talent, and energy to the success of the programs for the benefit of the players involved in the program for the benefit of the players, for our members to feel connected to our hockey community, and to avoid paying for additional services.

Dibs is the system that EHA uses to track the number of volunteer hours available, and completed, by each family in Sports Engine. This can be accessed through our website. 1 Dib = 1 hour.

For the 2026-2027 hockey season, families with one player (mite/8U and older) will need to complete four (4) Dibs hours, and families with two or more players will need to complete five (5) hours. Families with only mini-mite age player(s) will need to complete two (2) Dibs hours. Options in which families can volunteer will be listed on the Dibs webpage as well as the descriptions, locations, and hours awarded upon completion of the assigned Dibs.

For travel teams, a check for \$400 will be collected from each family as a deposit for your volunteer hours before the end of tryouts. For non travel teams, all DIBS deposits need to be made prior to any evaluation or practice for the regular season. Families with only mini-mite player(s) will be required to give a \$200 check. This check WILL NOT be cashed if you complete your Dibs. If your volunteer hours are not 100% fulfilled, you will be notified, and your check will be cashed by May 1st. All hours must be completed. EHA will not credit or refund partial payments if you have completed 'some' of your hours.

EHA may offer an "opt-out" option during regular season registration in Sports Engine. If you choose to opt-out, you will pay the Dibs deposit cost immediately and you will not need to complete your Dibs hours.

Dibs options vary per level however, some examples include scoreboard operator, setting up/taking down boards, team manager, participation in EHA hosted events (i.e. golf tournament, squirt faceoff, mite jamboree, etc.), hotdog hockey, and many more. There is a wide variety so you can volunteer based on your comfort level and knowledge.

If you signed up for DIBS and are not able to fulfill your duty you will need to find your own replacement or please contact the appropriate Level Coordinator for options. It is the member's responsibility to participate and claim hours with our Dibs system for your contribution to be counted. If you need additional help managing the system, first contact your team manager, then seek assistance from the Volunteer Coordinator.

Player(s) / Families who are exempt from having to fulfill Dibs for the current season (regardless of the number of athletes) are:

- EHA Board Members
- Former EHA Board Members who have successfully completed four (4) years on the board
- Season Coaches
- Team Managers (limited to one per in-house team and two per travel team)
- Committee Members (including, but not limited to: Tryout and Coach Selection Committees)
- Junior Gold players
- Termite players

If you or a family member fall under the 'exempt' positions, you still need to go into the Dibs system to claim your exemption under your title.

LAWFUL GAMBLING ADMINISTRATIVE DUTIES

The Administration and control structure for the lawful gambling operation follows. Two people are primarily responsible for the conduct of lawful gambling:

- EHA President serves as Chief Executive Officer of the operation: and
- EHA Gambling Manager is designated by the organization and oversees the day-to-day operation of the pull tab booths.

The Secretary records, in detail, all deliberations of the Association pertaining to the gambling operation.

The more specific duties of these four positions are:

EHA President

She/He serves as the CEO of the gambling operation. She/He attends the state's two day course on lawful gambling and all additional courses which might be required by state authorities. She/He oversees inventory acquisition and control, gambling operation and control, fund control and record keeping, and preparation of all gambling reports and tax returns. The President signs all required forms and reports for local, state, and federal authorities and participates in all audits and state compliance reviews. Finally, the President notifies state and local authorities if any new individuals are elected to the Presidency or if a new person is hired as EHA Gambling Manager.

EHA Secretary

She/He keeps full and accurate records of all deliberations of the Association pertaining to its lawful gambling operations, including recording the payee, purpose, and amount of each expenditure from the gambling operations earnings and the approval of the membership of these expenditures (prior to any check being written on gambling funds).

EHA Gambling Manager

She/He learns all local, state, and federal statutes and regulations having to do with the lawful gambling activities of the EHA. To this end, she/he attends the state's two-day gambling course and any additional course which may be required for the position. She/He cooperates with the President, Secretary, and Assistant Gambling Manager in all matters pertaining to the oversight, record keeping, and recording of lawful gambling operations. She/He also cooperates with all local, state, and federal authorities in audits and compliance reviews of the EHA gambling operations. (A more detailed description of the Gambling Manager's duties are available on request, contact EHA President/CEO.) She/He is appointed as a non-voting member of the Board of Directors.

EHA Assistant Gambling Manager

If we have a need for an Assistant Gambling Manager; She/He assists the Gambling Manager in record keeping and in administering and controlling the daily gambling operation. She/He delivers regular reports at Board of Directors meetings in the absence of the Gambling manager. She/He is appointed as a non-voting member of the Board of Directors.

Pull Tab Sellers

Operate a pull tab booth according to Minnesota gambling and house rules. Follow all additional control procedures as required by EHA and Gambling Manager.

All members of the Eagan Hockey Association have equal voting rights on gambling matters.

Game Auditor

Audits all closed games. Provides Gambling Manager and Accounting firm with completed G1 – B2 and game Audit slips.

Accounting Firm

Receives all information from Gambling Manager and prepares gambling reports and tax returns. Maintains perpetual records.

All members of Eagan Hockey Association have equal voting rights on gambling issues.

CODES OF CONDUCT, RIGHTS, AND RESPONSIBILITIES

Participation in the Eagan Hockey Association is a privilege. As such, the EHA Board of Directors has adopted a BOARD OF DIRECTOR, PLAYER, COACH and PARENT Code of Conduct that provides the basis for conduct and discipline during our association's hockey season. The season is defined as the first day of registration through April 1st. The actions of a coach, participant and/or their parent(s)/guardian(s) may cause privileges to be revoked.

Sportsmanship is the responsibility of everyone involved in EHA activities, including all elected and appointed EHA

officials, coaches, referees, parents, fans and players. It is vital that EHA strive to create and maintain a positive environment for coaches, players and fans, both on and off the ice. The guidelines listed in the following section are designed to provide this positive environment.

The attributes to be followed are from the USA Hockey Zero Tolerance criteria used for players, parents and coaches on and off the ice. Examples of non-compliance with the Codes of Conduct are:

- Visually demonstrates any sign of dissatisfaction with any game or team official in a manner that openly embarrasses the official(s) and/or challenges his or her judgment.
- Use of profane, obscene, abusive or vulgar language, gestures, racial/ethnic slurs including swearing, in a boisterous manner at ANYONE at ANY time, on the ice or anywhere in the rink before, during and after a game or practice.
- During stoppage of a game, intentionally knocking, throwing or shooting the puck out of reach of an official who is retrieving it.
- Deliberate throwing of a stick, garbage or other equipment into the player boxes, spectators viewing area, penalty box, or on-ice surface, that in ANY manner creates a safety hazard.
- Interference in any non-physical manner with any game official including other players, referees, coaches, timekeepers, other parents, or goal judges in the performance of their duties.
- Touching or holding the referee, linesman or any other game official with his/her hand or stick.
- Deliberately inflicting physical harm to any game official, player and/or parent in ANY manner or attempts to do so.
- Behavior in ANY manner that is materially detrimental to the game, including spitting at opponents and/or spectators, game officials or verbally threatening a game official with physical harm.
- Taunting players, coaches, officials or other spectators by means of baiting, ridiculing, threatening physical violence, or physical violence.

EVERY member is required to follow the guidelines for conduct and other policies defined by the EHA. If a violation does occur, procedures relevant to 1st, 2nd and/or 3rd offenses are followed. These procedures are listed for coaches, players, and parents/members. **This is not intended to be a complete list of violations. Based on the seriousness of the offense, the EHA Conduct Review Board and EHA Board of Directors hold the right to take further action.**

BOARD OF DIRECTORS CODE OF CONDUCT AND RESPONSIBILITIES

- Consider and act in the best interests of the Association as a whole.
- Strive to offer the highest quality hockey experience possible for all participants.
- All stakeholders are important: coaches, parents, opponents, officials, and most importantly- the players.
- Exemplify the Parent Code of Conduct. Set a high standard of behavior and sportsmanship.
- Work cooperatively and constructively with other Board Directors. Deliver on your responsibilities; assist others to understand and deliver on their responsibilities.
- Attend Board meetings and support Board decisions.
- Be available to the membership. Listen to membership concerns and suggestions. Respond promptly to all inquiries.
- Be an advocate for Eagan Hockey. Support our programs at all levels.

- Be a positive ambassador of Eagan Hockey within the greater hockey community and community at large.

CONFLICT OF INTEREST

The Eagan Hockey Association is a nonprofit, tax-exempt organization. Maintenance of its tax-exempt status is important both for its continued financial stability and for public support. The purpose of this policy is to protect the interest of the Eagan Hockey Association when it is contemplating entering into a transaction or arrangement that might benefit, directly or indirectly, the private interest of a Board of Director Member, Committee Member or Key Volunteer of EHA. This policy is intended to supplement, but not replace, any applicable state and federal laws governing conflict of interest applicable to nonprofit and charitable organizations.

Consequently, there exists between EHA and its Board of Directors, Committee Members and Key Volunteers, and the public a fiduciary duty, which carries with it a broad and unbending duty of loyalty and fidelity. The above trusted members in those roles have the responsibility of administering the affairs of the EHA honestly and prudently, and of exercising their best care, skill, and judgment for the sole benefit of EHA. Those persons shall exercise the utmost good faith in all transactions, player development, or goodwill involved in their duties, and they shall not use their positions with EHA or knowledge gained for their personal, financial or non-financial, benefit. The interests of the EHA must be the first priority in all decisions and actions.

In general, EHA shall not enter into any contract or transaction with the following; however, there is room for exceptions, when warranted:

- A. One or more of its Board of Directors, Committee Members or Key Volunteers;
- B. A Director of a related organization; or
- C. A Director or an organization in or of which a Director is a Director, Officer or legal representative or has a material financial interest; unless the material facts as to the contract or transaction and as to the Director's interest are fully disclosed or known to the Board of Directors, and the Board of Directors authorizes, approves, or ratifies the contract or transaction in good faith by the affirmative vote of a majority of the Directors (without counting the interested Director), at a meeting at which there is a quorum without counting the interested Director. The interested Director may be present for discussion to answer questions, but may not advocate for the action to be taken and must leave the room while a vote is taken. The minutes of all actions taken on such matters shall clearly reflect that these requirements have been met. Failure to comply with the provisions of this Section shall not invalidate any contract or transaction to which this Corporation is a party.

Areas in which conflict may arise:

Conflicts of interest may arise in the relations of Board Members, Committee Members or Key Volunteers with any of the following third parties:

1. Persons and firms supplying goods and services to EHA,
2. Competing or affinity (*inherent likeness or agreement; close resemblance*) organizations providing similar services as the EHA non-or for-profit,
3. Donors and others supporting EHA,
4. Agencies, organizations and associations which affect the operations of EHA,
5. Family members, friends, and other employees.

Nature of conflicting interest:

A conflicting interest may be defined as an interest, direct or indirect, with any persons or firms mentioned in the *Areas in which conflict may arise*, section. Further definition of “interest”* is as follows:

**Definition - Any Board Member, Committee Member, or member of a committee with governing board delegated powers, who has a direct or indirect financial interest, is an interested person.*

Such an interest financially direct, indirect, or otherwise might arise through:

1. Owning stock or holding debt or other proprietary interests in any third party dealing with EHA, or offering similar services/products as does the EHA to the membership.

2. Holding office, serving on the board, participating in management, or being otherwise employed (or formerly employed) with any third party dealing with EHA.
3. Receiving remuneration for services with respect to individual transactions involving EHA.
4. Using EHA's time, personnel, equipment, supplies, or goodwill for other than EHA approved activities, programs, and purposes.
5. Receiving personal gifts or loans from third parties dealing or competing with EHA. Receipt of any gift is disapproved except gifts of a value less than \$50, which could be refused without discourtesy. No personal gift of money should ever be accepted. Unless specifically laid out in the EHA bylaws or agreed to by the board.

Interpretation of this statement of policy:

The areas of conflicting interest listed above and the relations in those areas which may give rise to conflict, as listed in the *Nature of Conflicting Interest* section, are not exhaustive. Conflicts might arise in other areas or through other relations. It is assumed that the directors, officers, and management employees will recognize such areas and relations by applying reasonable and rational thinking.

The fact that one of the interests described in the *Nature of Conflicting Interest* section exists does not necessarily mean that a conflict exists, or that the conflict, if it exists, is material enough to be of practical importance, or if material, that upon full disclosure of all relevant facts and circumstances it is necessarily adverse to the interests of EHA.

However, it is the policy of the board that the existence of any of the interests described in the *Nature of Conflicting Interest* section shall be disclosed before any transaction is put before a Board motion, consummated, position granted, or appointment to committee within the EHA. It shall be the continuing responsibility of the Board and officers to scrutinize their transactions and outside business interests and relationships for potential conflicts and to immediately make such disclosures.

Furthermore, failure to reasonably recognize conditions which may result in compromising the EHA's conflict of policy are grounds for immediate dismissal from the EHA Board Committee Member or Key Volunteer role. The very essence of EHA's tax-exempt status and overall organizational brand depends on this sound integrity.

Disclosure policy and procedure:

Transactions with parties with whom a conflicting interest exists may be undertaken only if all the following are observed:

1. A conflict of interest is fully disclosed. A cooling off period may be required for a follow-on meeting to discuss the situation. The individual will be granted the right to make his/her case to the voting members of the Board as to why a conflict does or doesn't exist.
2. The person with the conflict of interest is excluded from the discussion and Board voting on such a motion, transaction or situation. The board or duly constituted committee, selected by the board itself thereof, will determine the following:
 - A. Is the transaction or conflict in the best interest of the organization?
 - B. Does a true conflict of interest as described above actually exist, or is this an opinion without merit?
3. Results of the latter portion of the meeting will be shared both with the individual in question and submitted into the EHA meeting minutes. It is imperative that EHA provides its current membership with those potential conflicts it's reviewed. Visibility into the process will allow and foster future trust and growth within the EHA membership.

4. If the Board agrees that EHA should consider bringing a motion forward for a Board vote, then the person(s) with the conflict of interest must leave the room for the vote and is not allowed to vote on the motion.

Disclosure in the organization should be made to the President (or if she or he is the one with the conflict, then to the Vice President), who shall bring the matter to the attention of the Board of Directors immediately. This can be distributed via email to the current voting members of the board.

COACH CODE OF CONDUCT AND RESPONSIBILITIES

- Support the EHA mission statement and philosophy and USA Hockey core values.
- Abide by the Equal and Fair Ice Time Policy.
- Winning is a consideration, but not the only, nor the most important one. Care more about the child than winning the game.
- Be a positive role model to your players. Display emotional maturity and be alert to the physical safety of players.
- Demonstrate a positive attitude to players, coaches and officials. The coach needs to uphold the authority of the officials.
- Be generous with your praise when it is deserved; be consistent, honest, fair, and just. Be an effective communicator and coach.
- Adjust to personal needs and problems of your players; be a good listener.
- Give all players the opportunity to improve their skills, gain confidence and develop self-esteem; teach them the basics.
- Encourage all players to be team players.
- Communicate with players and parents and handle all matters in a professional manner. Document consistent action deviating from our values.
- Be concerned with the overall development of your players. Stress and exemplify good health habits and clean living.
- The coach should appoint the team manager or team parent to handle finances, scheduling, etc.
- The coach should schedule a parent meeting before the season to discuss philosophy, goals and objectives, finances and any other pertinent matters.
- Be prepared and plan ahead for all practices.
- Strive to be present at practices and games. Make arrangements for assistant coaches to run practices when unable to attend.
- To play the game is great; to love the game is greater. Make the game fun.

Coach Alcohol, Tobacco, Nicotine, and Drug Policy

The Eagan Hockey Association supports USA Hockey's commitment to providing a safe, healthy, and positive environment for all participants. The possession, use, distribution, or being under the influence of alcohol, tobacco, nicotine products, marijuana, illegal drugs, or other mood-altering substances is prohibited during any EHA or USA Hockey activity, including practices, games, tournaments, team functions, and events.

Coaches, team staff, volunteers, and other adults in positions of authority are strictly prohibited from providing, permitting, or condoning the use of these substances by minor athletes.

Participants who require prescribed medication for the treatment of an illness or injury may use such medication as directed by a physician.

Violations of this policy may result in disciplinary action by EHA and/or USA Hockey, up to and including suspension or removal from participation.

COACH RIGHTS

- To be treated with respect by players, parents, Board members, and the EHA.
- Access to necessary safety and practice equipment.
- Access to all resource material available through the EHA.

COACH DISCIPLINARY GUIDELINES

The following guidelines for coaches will be in effect for all EHA sponsored events, including but not limited to games, practices, scrimmages, team meetings, and association events. As a coach you will be asked to sign and acknowledge the guidelines outlined below. All offenses are subject to documentation. Consistent or circumstantial action which deviates from the responsibilities and values outlined above and defined by the EHA in this handbook or throughout the course of the season, or which disrupts the ability of the team to function, the ability of other players to learn, or the assisting coaches assigned to the team's ability to teach, won't be tolerated. Coaches are subject to and must agree to the following process.

- Allow a one-day "cooling off" period from the time of the violation.
- 1st step, if possible, will be to approach the party in question to review the situation.
- If not satisfactory, the 2nd step is to contact the Level Coordinator.
- If not satisfactory, the 3rd step is to contact the Hockey Operations Director.

The Level Coordinator in consultation with Hockey Operations Director will assess the situation and respond as follows:

1st Offense: Coach may be excused from coaching the next game, as defined by Minnesota Hockey, by the Level Coordinator in consultation with Hockey Operations Director. The EHA Board of Directors may be informed of the coach's actions. Based on the seriousness, the Board may take further actions.

2nd Offense: Upon the 2nd Offense in the same season, the EHA Conduct Review Board will be notified. This Review Board, consisting of Hockey Operations Director, Level Coordinator and President or Vice President, but not both, will conduct a hearing with the coach and any affected parties. In the event there is a conflict of interest with the members of the EHA Conduct Review Board, the EHA Board of Directors will be responsible for appointing replacements. Discipline consistent with the violation may be given, as well as placement on probation.

3rd Offense: Suspension from all team activities for the remainder of the season, following another Conduct Review Board hearing. No refunds or exemption from any fundraising responsibilities and EHA payments will be given to parent coaches nor any payment be made to non-parent coaches should the review board rule against the coach.

PLAYER CODE OF CONDUCT AND RESPONSIBILITIES

- Play for the love of the game.
- Have pride and confidence in yourself.
- Respect your opponents, your coaches, your parents, your teammates, and officials.
- Be a competitor, perform up to your ability and contribute to team unity. Compliment teammates and let the coach handle criticism.

- Be a team player – get along with your teammates.
- Accept the decision of coaches and officials – respect their judgment.
- Play within the rules of the game.
- Be on time for all games and practices.
- Never argue with coaches' or officials' decisions.
- Work hard to improve your skills.
- Be generous in victory and gracious in defeat.
- Respectful conduct on and off the ice. This will include at all arenas and all locker rooms whether in practices, scrimmages, or games.
- Use approved equipment; keep it clean and in good repair.
- A responsible attitude toward your health - - be aware of, and adhere to, the EHA Substance Abuse Policy.
- Remember that you, as well as your team, represent our community. It is your responsibility to act accordingly whenever you represent EHA.
- Maintain good school habits, grades, attendance.

PLAYER RIGHTS

- To be treated fairly and respectfully.
- To be able to participate at a level commensurate with maturity and ability.
- To be able to participate in a safe and healthy environment.
- To have fun playing the great game of hockey.
- To have an opportunity to develop ability and strive for success.
- To be taught fundamentals and sportsmanship.

PLAYER DISCIPLINARY GUIDELINES

The following guidelines for players will be in effect for all EHA sponsored events, including but not limited to games, practices, scrimmages, team meetings, and association events. As a player you may be asked to sign and acknowledge the guidelines outlined below during online registration or any other paper format..

Consistent or circumstantial action deviating from these values, or which disrupt the team's ability to function, other players' ability to learn, or the coaches' ability to teach, will not be tolerated. Players are subject to and must agree to the following consequences and procedures. All offenses are subject to documentation.

1st Offense Player's coach may limit playing time, up to 1 game maximum, and notify the Level Coordinator and/or Hockey Operations Director of the player's actions. Based on the seriousness, the EHA Conduct Review Board will be notified. This Review Board, consisting of Hockey Operations Director, Level Coordinator and President or Vice President, but not both, may take further actions.

2nd Offense Upon the 2nd Offense in the same season, the EHA Conduct Review Board may be notified. This Review Board will conduct a hearing with the player's parent(s), the player (optional), and the coach. Discipline consistent with the violation may be given, as well as placement on probation.

3rd Offense Suspension from all team activities for the remainder of the season, following another Conduct Review Board hearing. No refunds or exemption from any fundraising responsibilities will be given should the review board rule against the player.

PARENT CODE OF CONDUCT AND RESPONSIBILITIES

- Support the philosophies and policies of the EHA.
- Do not force your children to participate in sports, but support their desire to play their chosen sport.
- Encourage your child to play by the rules. Applaud the good plays of both teams. The game is for the players and not for the parents and win or lose, appreciate the efforts of all players and the coaching staff.
- Don't compare your child with other players. Be honest with yourself about his/her capabilities. Promote the physical and emotional wellbeing of all skaters, ahead of any personal desire to win.
- Maintain self-control and exemplify good sportsmanship, refraining from public criticism of officials, coaches, parents and players.
- Support your coaches. Remember that they have many players for whom they are responsible. Treat coaches with respect, including attitude, language, mannerisms and actions.
- Recognize the importance of coaches. Communicate with them directly and professionally in the manner they communicated at the beginning of the yearly parent meeting.
- Study and know the rules of the game; support the officials on and off the ice.
- Arrange transportation to and from games, practices, scrimmages and tournaments.
- Remember that you, as well as your team, represent our community.
- Take care of your financial responsibilities to the EHA promptly.
- Remember the locker room is for the players and coaches, respect team rules regarding access.
- Attend board meetings - - provide feedback and build your understanding of the association's activities.
- Teach your child to have fun and enjoy competition. Applaud a good effort in victory and in defeat. Enforce the positive points of the game.
- Fulfill your voluntary obligation to Eagan Hockey Association
- You are the most important example to your child. Be everything you want your child to be.

PARENT RIGHTS

- To have their player(s) and themselves treated fairly, with dignity and respect.
- To have their player(s) playing and practicing in a safe and healthy environment.
- To have their player(s) engaged in playing and practicing activities that increase his/her skill and enjoyment of the sport.
- To have the right to communicate directly with anyone associated with the association (coaches, board, etc.)
- To attend a USA Hockey Coaching Level 1 Certification Clinics in order to learn about the ADM (American Development Model). Clinic registration cost is reimbursable by EHA.

PARENT DISCIPLINARY GUIDELINES

The following guidelines for parents will be in effect for all EHA sponsored events, including but not limited to games, practices, scrimmages, team meetings, and association events. As a parent you will be asked to sign and acknowledge the guidelines outlined below. All offenses are subject to documentation.

Consistent or circumstantial action which deviates from the responsibilities and values outlined above and defined by the EHA in this handbook or throughout the course of the season, or which disrupts the ability of the team to function, the ability of other players' to learn, or the ability of the coaches' to teach, will not be tolerated. Parents are subject and must agree to the following process.

- Allow a one-day "cooling off" period from the time of the violation.

- 1st step, if possible, the coach and the party in question will discuss the situation.
- If not satisfactory, 2nd step – either party should contact the Level Coordinator.
- If not satisfactory, 3rd step – either party should contact the Hockey Operations Director.

Initial Offense – The EHA Conduct Review Board will be notified. This Review Board, consisting of Hockey Operations, Level Coordinator and President or Vice President, but not both, will conduct a hearing with the parties involved. Discipline consistent with the violation may be given.

Subsequent Offenses – Upon subsequent offenses in the same season, the EHA Conduct Review Board will be notified. Discipline consistent with the violation may be given, as well as placement on probation including suspension from all team activities.

Chronic Offenses – Parent(s) may be suspended from all team activities for the remainder of the season, following another Conduct Review Board hearing. No refunds or exemption from any fundraising responsibilities and EHA payments will be given should the review board rule against the parent.

ATTENDANCE AND TEAM COMMITMENT

Players who accept a roster position on an Eagan Hockey Association travel team are expected to demonstrate a strong commitment to their team throughout the season. Attendance at practices, games, tournaments, and team activities is essential to player development, team success, and the overall experience of all players.

Players are expected to attend scheduled team practices, games, and team activities during the season. Families should carefully consider this commitment before accepting a roster position and make every effort to prioritize team obligations.

Participation on another hockey team during the EHA season, or participation in non-school travel sports programs, should not interfere with EHA practices, games, tournaments, or team activities. Families should avoid scheduling conflicts that result in a pattern of missed hockey commitments and are expected to discuss any anticipated conflicts with the head coach as early as possible.

Excused absences may include illness, injury, family emergencies, school-sponsored activities, religious observances, and other circumstances approved by the head coach. Families are expected to communicate anticipated absences to coaches as early as possible.

EQUAL AND FAIR ICE TIME & POSITIONAL DEVELOPMENT POLICY

The Eagan Hockey Association (EHA) fully supports equal and fair ice time for all players. Coaches are encouraged to use their best efforts to give ice time fairly to all players on their team. All coaches, players and parents shall adhere to this policy.

Equal ice time means that, on average, all players in the same general position will be on the ice the same amount of time over a period of several games and over the duration of the season. It is impossible for all players to receive the exact same number of shifts or minutes of play time in a single game. Many times, the shift length depends on whistles or what end the puck is in.

Fair ice time recognizes that game situations present opportunities for coaches to play specific power play, penalty kill and end-of-game lines. If a coach chooses to use specific lines in specific situations, fair ice time means that over the course of the season they will afford all players the opportunity to play in these situations. No teams at the Pee wee/12U, Squirt/10U and Mite/8U level shall have designated “power play units” or skaters who kill penalties more than other players. All players at these levels shall be provided opportunities to play in special teams situations.

As a coach, you have the responsibility to encourage players to be the best they can be and provide equal opportunities for them to develop self-esteem and hockey skills. When you play your talented athletes more often, you

make other players feel less important and deny them the chance to improve their skills. EHA values player development over individual game results.

As a parent, you have the responsibility to understand the challenges of equal and fair ice time. Give our coaches some latitude and consider your position over at least three games. Please don't bring your stopwatch to the game. Any review of player ice time, formal or informal, should average playing time over two or three games and must consider penalties, injuries, suspensions, and absences.

As a player, you have the responsibility to be present at games and practices, do your best at all practices and games, practice good sportsmanship to your teammates, coaches, and referees, work for the betterment of the team and not the individual and bring a good attitude to the rink.

1. Every player on a team must be given a fair opportunity to develop and improve their hockey skills. Consequently, fair ice time for each player is MANDATORY. It is the coach's responsibility to assure this by using all players in all games.

2. Specific cases where players display attitude problems, disrespect others, repeatedly miss practices, games, or team activities, or are at-risk of a future game suspensions due to penalties taken during a game are considered cases where the coach can reduce playing time consistent with the Attendance and Team Commitment Policy.

Exceptions for Mites/8U and Squirt/10U

There are no exceptions. Equal and fair playing time must be provided to all skaters during all scrimmages/games.

Exceptions for Pee wee/12U

A. Coaches are given discretion to the equal ice time rule in the closing few minutes of tight, meaningful league games, tournament championships and playoffs. Playing time for players with shortened ice time should be made up later in another game so that all players can learn to play in these situations.

B. Goalies can be rotated out of normal sequence (method of rotation determined solely by the coach) but only in a few situations. Playing time must be made up later in another game as in point "A" above.

Exceptions for Bantam/15U and Jr. Gold

A. More flexibility for the coach (at his discretion) to move players out of normal line rotations in league games, tournaments, or playoffs. Playing time for players with shortened ice time should be made up later in another game so that all players can learn to play in all situations.

B. The coach can establish designated power plays or shorthanded units in critical situations, however, these units cannot be used on a routine basis or when the game is completely in control.

C. Goalies also can be rotated out of normal sequence (method of rotation determined solely by the coach) in critical games. Playing time must be made up later in another game as in point "A" above.

Coach complaints shall be directed to and will be reviewed by the EHA President, Hockey Operations Director and Coach in Chief. Hearings may occur with various parents, managers, and coaches of the team to understand and attempt to resolve the issue. If the EHA President, Hockey Operations Director and Coach in Chief determine that the coach is not following the Equal and Fair Ice Time Policy, the coach may be given a warning or suspended from the team for a period of time depending on seriousness of the offense and the coach's history of such offenses.

APPEALS

All individuals have the right to appeal the decision or penalties assessed by the EHA Conduct Review Board by following the Grievance Procedure. In the event the individual decides to appeal the decision of the EHA Conduct Review Board, assessed penalties in accordance with the policies described herein will remain in effect subject to the outcome of the Grievance Procedure/Process.

It is EHA's intent to have the Parent's and Player's Code of Conduct and Responsibilities communicated to all

levels, with emphasis on 12U, 14U, Pee wee, Bantam, 16U and Junior Gold. EHA will require coaches, parents and players to sign statements that they understand that their eligibility to participate in EHA activities is governed by the Code of Conduct and Responsibilities, Equal and Fair Ice Time Policy, as well as other policies outlined in this handbook and those policies which are developed by the EHA Board of Directors throughout the season. Violations of these rules and policies may result in loss of playing time and/or suspension from EHA.

BACKGROUND CHECKS

USA Hockey and Minnesota Hockey have instituted a background check process to be conducted on all Board members, coaches and other volunteers who have any contact with players. The Minnesota Bureau of Criminal Apprehension (BCA) performs the background check under Minnesota Statutes Chapter 299C. Should you have any questions regarding this process, please contact an EHA Board member.

Board of Directors, Coaches, Players, and Parents are subject to Codes of Conduct and Responsibilities.

RACIAL/RELIGIOUS/SEXUAL HARASSMENT/BULLYING/HAZING/VIOLENCE DISCIPLINE GUIDELINES AND PROCESS

The following guidelines are in place to ensure a healthy experience for members, players, and coaches of our association as well as those individuals affiliated with associations in which EHA teams interact with throughout the season. These guidelines have been derived from the Minnesota State High School League and support USA Hockey's criteria and initiatives regarding Zero Tolerance with regards to conduct and behavior.

During the season including pre- and post-season activities, a player, member, or coach shall not violate the racial/religious/sexual harassment and racial/religious/sexual violence guidelines of the Eagan Hockey Association.

GENERAL STATEMENT OF POLICY

The EHA believes that all individuals should be treated with respect and dignity. Therefore, it is the expectation of the EHA that all individuals in the course of participating in EHA activities will be free from sexual, racial, religious, harassment, bullying/hazing or violence as it is defined by this policy. The EHA will act to investigate all complaints, formal or informal, verbal or written, and to discipline any player, member, coach, officer or employee who violates this policy.

SEXUAL HARASSMENT AND VIOLENCE DEFINED

Sexual harassment is a form of sex discrimination which violates Section 703 of Title VII of the Civil Rights Act of 1964, as amended, 42 U.S.C. 2000e et seq., and Minn. Stat. 363.01-14, the Minnesota Human Rights Act. Sexual harassment and violence is illegal under both federal and state law.

RACIAL HARASSMENT DEFINED

Racial harassment consists of physical or verbal conduct relating to an individual's race when the conduct:

1. has the purpose or effect of creating an intimidating, hostile or offensive environment;
2. has the purpose or effect of substantially or unreasonably interfering with an individual's performance and/or membership and status in the association; or
3. otherwise adversely affects an individual's membership or status in the association.

RACIAL VIOLENCE DEFINED

Racial violence is a physical act of aggression or assault upon another because of, or in a manner reasonably related to, race.

RELIGIOUS HARASSMENT DEFINED

Religious harassment consists of physical or verbal conduct which is related to an individual's religion when the conduct:

1. has the purpose or effect or creating an intimidating, hostile or offensive environment;
2. has the purpose or effect of substantially or unreasonably interfering with an individual's performance and/or

- membership and status in the association; or
- 3. otherwise adversely affects an individual's membership or status in the association.

RELIGIOUS VIOLENCE DEFINED

Religious violence is a physical act of aggression or assault upon another because of, or in a manner reasonably related to, religion.

BULLYING DEFINED

Bullying is the use of coercion to obtain control over another person or to be habitually cruel to another person.

Bullying involves an intentional, persistent or repeated pattern of committing or willfully tolerating physical and non physical behaviors that are intended to cause fear, humiliation, or physical harm in an attempt to socially exclude, diminish, or isolate another person. Bullying can occur through written, verbal or electronically transmitted expression or by means of a physical act or gesture.

Bullying behavior is prohibited in any manner in connection with any Eagan Hockey sanctioned activities or events.

ASSAULT DEFINED

Assault is:

- 1. an act done with intent to cause fear in another of immediate bodily harm or death;
- 2. the intentional infliction of or attempt to inflict bodily harm upon another; or
- 3. the threat to do bodily harm to another with present ability to carry out the threat.

OFFICERS, EMPLOYEES, AND VOLUNTEERS DEFINED

Officers, employees, and volunteers are defined as those individuals who are elected, appointed or contracted to provide services to the members of the Eagan Hockey Association. They include, but are not limited to the Board of Directors; Executive staff and support staff; coaches; team managers.

REPORTING PROCEDURES

- a. Any person who believes he or she has been the victim of Racial/Religious/Sexual Harassment/Bullying/Violence or any person with knowledge or belief of conduct, which may constitute Racial/Religious/Sexual Harassment/Bullying/Violence, shall report the alleged acts immediately to an appropriate EHA official designated by this policy.
- b. The Level Coordinator is the person responsible for receiving reports of Racial/Religious/Sexual Harassment/Bullying/Violence at the appropriate age level. Any person may report Racial/Religious/Sexual Harassment/Bullying/Violence directly to a member of the EHA Board.
- c. Administrators, officials, volunteers, and employees of the EHA shall be particularly alert to possible situations, circumstances or events which might include Racial/Religious/Sexual Harassment/Bullying/Violence. Any such person who receives a report of, observes, or had other knowledge or belief of conduct, which may constitute Racial/Religious/Sexual Harassment/Bullying/Violence, shall inform the appropriate EHA official immediately.
- d. Submission of a good faith complaint or report of Racial/Religious/Sexual Harassment/Bullying/Violence will not affect the complainant or reporter's current or future membership or status within the EHA.
- e. All violations of Racial/Religious/Sexual Harassment/Bullying/Violence guidelines and policies are required to be reported to the EHA Conduct Review Board. This Review Board, consisting of Hockey Operations Director, Level Coordinator and President or Vice President, but not both, will conduct a hearing and investigation. Penalties will be assessed based upon the findings of the hearing/investigation.
- f. Other authorities may be notified as appropriate.

The EHA to the best of their abilities will ensure the privacy and confidentiality of matters related to incidents of Racial/Religious/Sexual Harassment/Bullying/Violence.

REPRISAL

The EHA will discipline or take appropriate action against any player, member, administrator, volunteer, coach, or employee of the EHA who retaliates against any person who makes a good faith report of alleged Racial/Religious/Sexual Harassment/Bullying/Violence or against any person who testifies, assists, or participates in

an investigation, or against any person who testifies, assists or participates in a proceeding or hearing relating to such

Racial/Religious/Sexual Harassment/Bullying/Violence. Retaliation includes, but is not limited to, any form of intimidation, reprisal or harassment.

PENALTIES

Should the EHA Conduct Review Board determine that an individual has violated EHA Racial/Religious/Sexual Harassment/Bullying/Violence guidelines and policies the individual will be subject to penalties and/or sanctions assessed by the Conduct Review Board. These penalties and/or sanctions may include but are not limited to the following guidelines. The Conduct Review Board will consider the violation and frequency when determining the severity level. No refunds or exemption from any fundraising responsibilities and EHA payments will be given.

Racial/Religious/Sexual Harassment/Violence Severity Levels:

1. Severity Level One: The individual shall lose eligibility for a minimum number of games or up to two (2) weeks.
2. Severity Level Two: The individual shall lose eligibility for a minimum number of games or up to three (3) weeks.
3. Severity Level Three: The individual shall lose eligibility for a minimum number of games or up to four (4) weeks.
4. Severity Level Four: The individual may lose eligibility for the next year up to twelve (12) calendar months.

ELIGIBILITY DEFINED

Eligibility is defined as an individual's qualification to participate in EHA sponsored or sanctioned activities including but not limited to team events, practices, scrimmages, games, player development hours, etc.

APPEALS

All individuals have the right to appeal the decision or penalties assessed by the EHA Conduct Review Board by following the Grievance Procedure. In the event the individual decides to appeal the decision of the EHA Conduct Review Board, assessed penalties in accordance with the policies described above will remain in effect subject to the outcome of the Grievance Procedure/Process.

EHA SUBSTANCE ABUSE POLICY

PHILOSOPHY & PURPOSE:

EHA recognizes the use of mood altering chemicals as a significant health problem for many adolescents, resulting in negative effects on behavior, learning, and the total development of each individual. The misuse and abuse of mood-altering chemicals for some adolescents affects the development of related skills. Others are affected by misuse and abuse, including family, team members, or other significant persons in their lives.

POLICY

During the hockey season, regardless of quantity, a player shall not possess, use or consume:

1. A beverage containing alcohol.
2. Tobacco.
3. Any other controlled substance.

This rule applies the entire season - the season is defined as the first day of registration through April 1st. It is not a violation for a player to be in possession of a controlled substance specifically prescribed for the player's own use by his/her doctor.

PENALTIES

1. First Violation: after confirmation of the first violation, the player shall lose eligibility for the next two weeks or two games, whichever is longer. League games and tournament games are also included. No exception is permitted for a player who becomes a participant in a treatment program.
2. Second Violation: after confirmation of the second violation, the player shall lose eligibility for the next six weeks. Once again, no exception is made for a player who becomes a participant in a treatment program.

3. Third and Subsequent Violations: after confirmation of third or subsequent violations, the player shall lose eligibility for the remainder of the season. No refund of paid fees will be returned to the player. The player will be reinstated for the next season with two violations already in place.
4. Penalties shall be accumulated beginning with and throughout the player's participation in the Eagan Hockey Association. Penalties will carry over from season to season; the number of violations is accumulated from year to year.
5. A player shall be disqualified from participation for nine additional weeks beyond the player's original period of ineligibility when the player denies violation of the rules, and is allowed to participate, and then is subsequently found guilty of the violation.
6. A player that is believed to be under the influence of mood altering chemicals before a game or practice may be prevented from participating by the head coach.

It is EHA's intent to have this policy communicated to all levels, with emphasis on Bantams, Girls 15U, and Junior Gold. These players will be asked to sign statements that they understand the policy.

ELIGIBILITY DEFINED

Eligibility is defined as an individual's qualification to participate in EHA sponsored or sanctioned activities including but not limited to Team events, practices, scrimmages, games, player development hours, etc.

APPEALS

All individuals have the right to appeal the decision or penalties assessed by the EHA Conduct Review Board by following the Grievance Procedure. In the event the individual decides to appeal the decision of the EHA Conduct Review Board, assessed penalties in accordance with the policies described above will remain in effect subject to the outcome of the Grievance Procedure/Process.

GRIEVANCE PROCEDURE

PROCEDURE

- a. In any civilized society, most problems are best solved through discussion. The grievance procedure begins with a discussion between the parties involved, if possible. Choose a neutral time and place; not during a game or team practice, or within earshot of the players.
- b. If the two parties attempt to but are unable to reach a resolution, the Complainant must submit a written complaint stating the time, place, and as many specifics as possible, to the appropriate Level Coordinator. If the Coordinator is the subject of the grievance, the written complaint shall be submitted directly to the Hockey Ops.
- c. As soon as possible, Hockey Operations Director shall inform the President or Vice President (whomever was NOT involved in the previous process) that a complaint has been received. The President or Vice President will conduct an investigation as necessary.
- d. The President or Vice President may attempt a resolution through discussion with the involved parties. If the complaint is not resolved within 72 hours, the President or Vice President will verbally notify both parties and the Grievance Committee of the need for a meeting. The Grievance Committee will strive to meet at a mutually convenient time and place for both parties within 10 days. But if this is not possible the President or Vice President will set the time and location.
- e. The Grievance Committee consists of the President or Vice President (Chairperson), the Secretary, and at least two at large board members, all of whom are not directly involved in the complaint as coach administrator, or parents of the team(s) involved. The two at large members will be chosen by the committee Chairperson. The Grievance Committee will discuss and decide the issues after the parties involved have been dismissed from the meeting. The Chairperson will notify both parties of the Committee's decision as soon as possible.

SANCTIONS

If the Grievance Committee decides in favor of the Complainant, the following sanctions may be invoked:

1. Official written reprimand.
2. Game suspension at the discretion of the Committee.
3. Immediate dismissal for the remainder of the season (with review at the end of the season).

4. Permanent dismissal from any EHA activity.

BYLAWS OF EAGAN HOCKEY ASSOCIATION, INC.

As Amended August 8, 2022

ARTICLE I. – MEMBERSHIP

Section 1. Membership in this corporation shall be open to all adults residing within and without the city of Eagan, Minnesota, desiring to associate for the purpose of promoting the corporate purposes as set forth in the Articles of Incorporation of this corporation.

Section 2. There shall be no classes or conditions of membership.

Section 3. Membership is limited to two adults per participant providing all fees assessed for the child's participation are paid when due. Memberships shall automatically terminate if a member fails to pay any portion of such fee when due. Memberships will be based on the information received on the registration form at the time of sign-ups. No one person can hold more than one membership. If additional memberships are requested, application can be made through provisions stated in Article I., Section 4 of the Bylaws.

Section 4. Any adult may request membership in the corporation by making an application to the Board of Directors. Such membership shall be at the discretion of the Board and shall automatically terminate at the end of each fiscal year subject to reinstatement by the Board.

Section 5. Members shall have no property rights in the assets of this Corporation.

ARTICLE II. – MEETING OF MEMBERSHIP

Section 1. All meetings of the members of this corporation shall be held at such places as the Board of Directors shall determine.

Section 2. The annual meeting of the members of this corporation shall be held via electronic mail messages in the months of March and April. In such communications, there shall be elected a Board of Directors, the President and Treasurer shall report on the activities and financial condition of the corporation via an Annual Report. Written notice of the annual meeting shall be provided at the commencement of the meeting and remain open for Board of Director elections for thirty (30) days.

Section 3. Special meetings of the members for any purpose or purposes (unless otherwise prescribed by statute) may be called by the President or by the Board of Directors or by any 10% of members thereof at any time. The business transacted at all special meetings of the members stating the time, place, and purpose thereof shall be given at least ten (10) days, but not more than thirty (30) days, before said meeting to each member at his address as the same appears on the record of this corporation.

Section 4. Any action which may be taken at a meeting of the members may be taken without a meeting if authorized by a writing or writings signed by all members who would be entitled to a notice of a meeting for such purpose.

Section 5. Ten (10) percent of the current members present by electronic ballot, shall constitute a quorum at all meetings of the members for the transaction of business except as otherwise provided by law, by the Articles of Incorporation of this corporation, or by these Bylaws. Electronic ballots received by the conclusion of the meeting shall be counted for purposes of determining a quorum.

In the absence of a quorum, any meeting may be adjourned from time to time or to another place and no notice as to such adjourned meeting of the place thereof need to be given other than the announcement at the meeting at which such adjournment is taken. At such adjourned meeting any business may be transacted which might have been transacted at the meeting as originally called; provided a quorum is present.

ARTICLE III. – VOTING

Section 1. Thirty (30) days prior to the annual meeting of the members, the Board shall determine the members entitled to notice of and entitled to vote at the meeting. The Board shall cause to be prepared a list of the names and

electronic mail addresses of the members entitled to vote. This list shall be available for inspection by a member with voting rights. Members on the list shall be provided notice of the annual meeting of members as provided in Article II, Section 2.

Section 2. Each member shall be entitled to one (1) vote on each matter submitted to a vote of the membership. All votes shall be cast via electronic mail per instructions outlined in the annual meeting. Cumulative voting shall not be permitted. All matters brought before a meeting of the members shall be decided by a simple majority of those voting, unless otherwise provided by law, the Articles of Incorporation of this corporation, or these Bylaws. The Board of Directors may cause to be submitted by electronic mail ballot any question to be voted on at any member meeting. Such ballot shall contain the exact text of the proposed motion, resolution, or amendment to be acted upon, and the date of the meeting, and shall also contain space in which the member may indicate affirmative or negative vote thereon. Such electronic ballot when completed and electronically sent by an absent member and received by the corporation shall be counted as the vote of such member at the meeting. All electronic ballots to be included, must be received by the conclusion of the annual meeting..

ARTICLE IV. – BOARD OF DIRECTORS

Section 1. The Board of Directors of the Corporation shall consist of up to a maximum of eighteen (18) Directors, up to nine (9) elected each year, and shall have the general management of its affairs, and shall elect all officers of this Corporation. The head hockey coaches of Eagan High School Boys and Girls teams, or their assistant as proxy, shall be an ex officio member of the Board of Directors.

Section 2. In addition to the powers and authorities expressly conferred by these Bylaws, the Board of Directors may exercise all such powers of this corporation and do all such lawful acts and things as are not by statute or by the Articles of Incorporation of this corporation or these Bylaws directed or required to be exercised or done by the members.

Section 3. The Board of Directors shall be elected at the annual meeting of the members. At each annual meeting, nine (9) Directors shall be elected for a term of two (2) years to succeed the Directors whose terms expire at such meeting. Directors shall hold their offices until their successors are elected and qualified.

Section 4. If the office of any director or directors become vacant by a reason except the expiration of their term of office, the remaining directors, though less than a quorum, shall choose a successor or successors, who shall hold office until the next annual election and until a new successor successors have been duly elected. Any director may be removed at any time by a two thirds vote of the remaining directors.

Section 5. Membership in this corporation shall be a necessary qualification for any member of the Board of Directors.

Section 6. The directors of this corporation shall serve without compensation.

ARTICLE V. – MEETING OF DIRECTORS

Section 1. The Board of Directors shall meet at least once a month and shall hold its meetings at such places as the majority of the members thereof may from time to time appoint, and upon failure of the Board members to appoint, then at such place as is determined from time to time by the President.

Section 2. The annual meeting of the Board of Directors for the election of officers for the ensuing year and for such other business as may properly come before it shall be held the first meeting in May

Section 3. Special meetings of the Board of Directors may be called by the President or by any two (2) directors on five (5) days notice to each director.

Section 4. Any action which might be taken at a meeting of the Board of Directors may be taken without a meeting if done via electronic communication and met with an affirmative vote by a majority of the Board of Directors.

Section 5. At all meetings of the Board of Directors, a quorum sufficient for the transaction of business shall consist of a majority of the directors in office. If, however, such a quorum shall not be present at any such meeting, the director or directors present shall have power to adjourn the meeting from day to day without notice other than the announcement at the meeting until a quorum shall be present.

Section 6. Any director may, in writing, either before or after the meeting, waive notice thereof. Any director by his or her attendance at and participation in the action taken at any meeting of the Board of Directors shall be deemed to have waived notice thereof.

ARTICLE VI. – OFFICERS

Section 1. The officers of this corporation shall be chosen by the directors and shall be a President, one or more Vice Presidents, a Secretary, and a Treasurer, and such other officers as the Board of Directors may from time to time deem advisable. The Board of Directors may fix the powers and duties of any officers not specifically provided for herein. Officers shall be members of the Board of Directors and shall serve without compensation. Any two (2) or more offices may be held by the same person at the same time except that the same person shall not hold at the same time the offices of the President and Vice President.

Section 2. The officers of this corporation shall be elected and hold their respective offices until the next succeeding May meeting of the directors of this corporation and thereafter until their successors are elected and qualified, unless

sooner replaced. Any officer may be removed at any time by the Board of Directors with or without cause, by a majority vote of the Board.

Section 3. The Board of Directors may fill all vacancies in any office of this corporation; the person so elected shall fill any such vacancy for the unexpired term in respect to which such vacancy occurs.

Section 4. The President shall be the chief executive officer of this corporation and she/he shall preside at all meetings of the members and shall preside at all meetings of the Board of Directors. She/He shall see that all orders and resolutions of the Board of Directors are carried into effect. She/He shall have the general powers and duties usually vested in the office of the President of a corporation and shall have such other powers and perform such other duties as the Board of Directors may from time to time prescribe.

Section 5. In the case of the death, disqualification, absence, or incapacity of the President, the Vice President shall have all the powers and perform all the duties of the President, at other times shall have such powers and perform such duties of the president as the Board of Directors may from time to time determine.

Section 6. The Secretary shall attend all meetings of the Board of Directors and the members and record all votes and the minutes of all proceedings of the Board of Directors and the members in records to be kept for that purpose. She/He shall give or cause to be given notice of all meetings of the Board of Directors and of the members and shall

perform such other duties as may from time to time be prescribed by the Board of Directors or by the President, under whose supervision she/he shall be.

Section 7. The Treasurer shall be the chief financial officer of this corporation, shall be bonded, shall have the care and custody of the corporate funds and securities, and shall disburse the funds of the corporation as may be ordered from time to time by the Board of Directors. She/He shall keep full and accurate accounts of receipts and disbursements in books belonging to this corporation and shall deposit all in the name and to the credit of this corporation in such depositories as may be designated from time to time by the Board of Directors. Except to the extent that some other person or persons may be specifically authorized by the Board of Directors to do so, the Treasurer shall make, execute, and endorse all checks and other commercial paper on behalf of this corporation. She/He shall report the financial condition of this corporation at the annual meeting of the members in each year and at all other times when requested by the Board of Directors and shall perform such other duties as may be prescribed by the Board of Directors.

ARTICLE VII. – NOTICE

Section 1. Whenever under the provisions of these Bylaws notice is required to be given to any director, officer, or member, unless otherwise provided by law, the Articles of Incorporation of this corporation, or these bylaws, such notice may be given in person or in writing by electronic mail addressed to such director, officer, or member.

ARTICLE VIII. – INDEMNIFICATION

Section 1. To the full extent permitted by Minnesota Statutes, Section 317A as amended from time to time, or by other provision of law, each person who was or is a party or is threatened to be made a party to a threatened, pending, or completed action, suit, or proceeding, wherever and by whomsoever brought (including any such proceeding, by or in the right of this corporation), whether civil, criminal, administrative, or investigative, by reason of the fact that she/he is or was a director or officer of this corporation, shall be indemnified by this corporation against expenses, including attorney's fees, judgments, fines, and amounts paid in settlement actually and reasonably incurred by him/her in connection with such action, suit or proceeding. The indemnification provided by this section shall insure to the benefit

of the heirs, executors, and administrators of such person and shall apply whether or not the claim against such person arises out of matters occurring before the adoption of this section. This section shall not apply to such persons who have committed intentional harmful acts against this association.

ARTICLE IX. – MEETING OF MEMBERSHIP

Section 1. The Board of Directors may create such standing or special committees as it deems necessary to promote the purposes and to carry on the work of this corporation.

Section 2. The chairperson of each committee shall present a plan of work to the Board of Directors for approval. No committee work shall be undertaken without the consent of the Board of Directors.

Section 3. The power to form special committees and appoint their members rest with the Board of Directors.

Section 4. The President shall be a member ex officio of all committees.

ARTICLE X. – FISCAL YEAR

Section 1. The fiscal year shall commence on the first day of June of each year and end on the 31st day of May of the following year.

ARTICLE XI. – MISCELLANEOUS

Section 1. This corporation shall have no corporate seal.

Section 2. All proper and necessary books of account and other books requisite to a full and complete record of business transactions of this corporation shall be kept in such manner as is usual in like corporation or as shall be directed by the Board of Directors.

Section 3. All checks, promissory notes and other commercial paper and all other contracts necessary or proper to be executed in the current business of this corporation may be signed by such officer or officers or each person or persons as the Board of Directors shall by resolution from time to time authorized for that purpose.

Section 4. These Bylaws may be altered or amended only as provided by Minnesota Statutes Section 317A.

Section 5. A complete account record of receipts, disbursements, and all financial transactions of this corporation shall be audited at least annually in such manner as shall be determined by the Board.

Section 6. This Corporation shall be governed by the provisions of Minnesota Statutes Section 317A..

These Bylaws, as amended and restated, have been approved and adopted by the Board of Directors of this Corporation on July, 1, 2026.

Secretary

Brya Norberg