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

(as Restated May 11, 2009)

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1.0 PURPOSE

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

2.0 RESPONSIBILITY AND APPLICABILITY

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

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

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

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

Medford Soccer will make a good faith effort to implement this Tryout Procedure at each tryout. If it is determined that a provision(s) within this document was not strictly followed, it will not invalidate the tryout, player selection or any other provision within the document. Any discrepancies or other issues will be resolved by the Tryout Committee, or the Medford Soccer Board of Directors, if an appeal is made to the Board regarding the Tryout Committee ruling, as referenced in provision 6.0.

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3.0 TRYOUTS

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

If Medford Soccer elects to hold a tryout, tryouts will be mandatory for the U12 and U14 Age Groups. Exceptions to attendance are medical condition, bereavement or other approved absence by the Tryout Committee. Any exception to this mandatory attendance rule must be approved by the Tryout Committee prior to the actual tryout. In order for a player to be placed on the number 1 team in each applicable Age Group, the player/s need to have attended tryouts or have an excused absence from the Tryout Committee. Tryouts will be held for one (1) night with a rain date to be determined by the Tryout Committee if required. Players not attending tryouts (unexcused) will be placed on a team other than the number 1 team at the Discretion of the Age Director.

The tryout structure and evaluation events will be at the discretion of the Tryout Committee. The tryouts will potentially include but not be limited to: Skill Drills, Small Sided Scrimmages, Scrimmages and Conditioning. U14 Tryouts may include full field scrimmages.

Coaches, Age Directors, and/or other designated graders will be present at each tryout station to grade (score) each player.

3.1.1 As an alternative, an independent agency may be brought in to carry out the tryout process and grade players on behalf of Medford Soccer. The scores provided by this agency will factor in to our player placement policy. If an outside agency is hired, its ratings will constitute player ratings and will have equal weight to Medford ratings.

3.1.2 Note: Tryouts apply to all U10 players moving up to U12 and all U12 players moving up to U14. An exception being that U-8s moving up to U-10s will not be subjected to the tryout process. U8 coach's ratings and player evaluations will be used for player placement onto U-10 teams for the coming season.

3.2 Player Placement Guidelines

3.2.1 Per tryout results and coaches ratings, players will be placed on teams as outlined below in 3.2.2.

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3.2.2 The applicable Medford Soccer Age Directors and Coaches will attempt to place players (up to the maximum number allowed by the league), with the highest scores, to the top level team. The players with the next highest scores onto the 2nd level team, and so on, until all team rosters are full. However, a consideration will be taken into account for positions needed on a given team. For instance, a player who is considered very strong defensively could be placed onto a higher team requiring a defensive player, ahead of other players who may have scored higher, but are mainly offensive players. Players not attending tryouts will be placed at the discretion of the Age Director.

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

3.2.4 Sibling Rule: If there are siblings in the same age group, sibling placement needs to follow these guidelines: If the players are of equal ability, they can be placed on the same appropriate team. If the ability of the siblings is disparate, then they will be placed on separate teams based upon their tryout results. If the parents of the siblings require the siblings to be placed on the same team, then the rule is that the higher seeded player is to be placed on the team where the lower seeded player is appropriately placed.

3.2.5 Given 3.2.2 above, the selection process for U12 will follow this guideline. The Team 1 Coach and Age Director must pick nine (9) players out of the top fourteen (14) players based on the tryout scores from the tryout results for Team 1; the Coach then has five (5) discretionary picks from the balance of registered players for the balance of the Team 1 roster, using Section 3.2.2 as a guideline. For U14, the Team 1 Coach and Age Director must pick twelve (12) players out of the top eighteen (18) players based on the tryout scores from the tryout results for Team 1; the Coach then has six (6) discretionary picks from the balance of registered players for the balance of the Team 1 roster, using Section 3.2.2 as a guideline. If there are less players for a full roster, then for U14, for the rosters under eighteen (18) players, the coach will have five (5) discretionary picks.

3.2.6 In the unlikely event that two (2) players with the same score are vying for the sole remaining Team 1 slot, the Age Director will make a final decision, based on the player's position, requirements of the team and the coach's input.

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3.2.7 If, after filling all legitimate roster spots, there should be additional players, yet not enough to make a complete team, the Age Director will decide whether to place them on the lower level team(s) (making that team ineligible to compete in post-season play), or to form another team by splitting the players into two (2) teams. However, when splitting teams, the two (2) resulting teams may be short in numbers. This decision would be made in an attempt to enable all registered players to participate.

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

4.0 PLAYER EVALUATIONS/TRYOUT EVALUATIONS

4.1 Coaches Ratings. Coaches' ratings will be used as reference when selecting players for teams. Coaches will rank players in 25% quartiles. There is too much variation in coaches rating in 1-10 systems (this way coaches need to identify where players fit in comparison to teammates). Coaches rating will be available to all coaches when Age Director and Coaches select teams.

4.1.1 Scoring:

1. Scores will not be published by name. Parents will be allowed, however, to view their own child's scores upon request to the Age Director or Tryout Committee member. The Age Director has discretion to balance/adjust coaches evaluations based on player division.
2. Scoring will be per raters and will be based on Technical and Tactical abilities on a scale of 1-10. Technical Skills assessed are dribbling, passing, shooting, trapping, protecting the ball, etc. Tactical skills assessed are decision making, ability to see play develop, covering for teammates, etc. Technical and Tactical Weights are even. Fitness and attitude will be covered by coaches' ratings.

4.1.2 Age Directors will also be expected to be involved in the grading process per above and therefore need to attend tryouts.

Roster adjustments will be considered based on recommendations by coaches and/or the appropriate Age Director. Any changes must be made with full agreement from the affected (head) coaches and the Age Director. If only a 2/3rds consensus can be reached, the recommendation will be brought before the Tryout Committee for a final decision. If the consensus is less than 2/3rds, no roster changes will be made.

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Age Directors reserve the right to make roster adjustments, as warranted, to balance out teams prior to the Spring Season. Consideration will be given to players who perform at an exceptional level during the Fall Season, as well as players whose development it is deemed would be better off participating in a lower level. No more than three (3) players (two (2) for U10s) will be moved from any established team, unless determined otherwise by the Age Director due to number of registered players.

4.1.3 Placement of out-of-town players will be in accordance with Medford Soccer's placement policy and Middlesex Youth Soccer League's rules. New, unknown or unproven players will be placed where they are needed to fill roster spots as determined by the applicable Age Director. They will have a chance to move up, if warranted, based on tryouts (Spring Season) or performance (Fall Season).

U10 Team Selection

4.1.4 The U8 Age Director, in coordination with the U8 coaches, will also provide "ratings" for the players moving up into the Travel program. An evaluation team made up of Medford Soccer representatives may also submit player evaluations based on game evaluations.

4.1.5 These ratings and information will be passed on to the U10 Age Director and U12 Age Director. The U10 Age Director and U10 Coaches will work together using provided information to place players on appropriate teams.

5.0 COACHING ASSIGNMENTS

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

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

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5.1.2 Only by approval of Age Director, applicable Coaches and the Tryout Committee will a lower level player be allowed to move up one (1) or more team level in order to keep/put a 'desired' coach at the appropriate level, and when the player involved is the son or daughter of the coach in question. This decision should not be made lightly, as it could send a message of favoritism to other players who did not make this team. This option will be made public to all at a Medford Soccer Board of Directors Monthly Meeting, in order to head off any controversy that it may cause.

5.1.3 Age Directors will not coach within their age group. Exceptions, in the event of extenuating circumstances, will require Medford Soccer Board of Director's majority approval. In a case where more than one (1) of a previous Head Coach's children ends up on the same team, one Coach will be assigned as the Head Coach. The other(s) will be given the opportunity to act as assistant coach. The decision of who will be designated as Head Coach will be decided in the following order, until a resolution is reached:

- 1) By agreement of the Coach's involved
- 2) By the Age Director
- 3) By the Tryout Committee
- 4) By the Medford Soccer Board of Directors

6.0 Tryout Committee

Tryout Committee Formation: The Tryout Committee is to be appointed by the Medford Soccer Board of Directors at the Medford Soccer Annual General Meeting and serve until the next Annual General Meeting. The Tryout Committee is to include a minimum of six (6) members of Medford Soccer, either Medford Soccer Board members, coaches, Age Directors and/or parents of players and the 1st Vice President of Medford Soccer, for a total of seven (7) members.