



NINTH COLLECTIVE BARGAINING AGREEMENT

July 1, 2025 – June 30, 2030

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CBA PREAMBLE

THIS NINTH COLLECTIVE BARGAINING AGREEMENT has been collectively bargained as an extension of the immediately preceding Collective Bargaining Agreement and is made effective on the 1st day of July 2025 by and between ECHL Inc., a nonprofit corporation, and the Professional Hockey Players' Association, a nonprofit organization.

WHEREAS, the PHPA has officially been recognized and accepted by the ECHL as the exclusive collective bargaining agent for the Players of the Members of the ECHL;

WHEREAS, the PHPA officially recognizes the ECHL as the collective bargaining agent for the Members; and

WHEREAS, the parties desire to enter into an agreement setting forth the respective rights, benefits, and obligations of the Players, and otherwise setting forth the terms and conditions of the agreement between the ECHL, its Members, the Players, and the PHPA.

NOW, THEREFORE, IT IS MUTUALLY AGREED AND UNDERSTOOD AS FOLLOWS:

Article I. DEFINITIONS

As used in this CBA, the following terms shall mean:

- (1) **“Active Roster”** shall mean a maximum of twenty (20) Players who have executed an SPC or have been assigned or loaned to the Member by an NHL/AHL team. Notwithstanding the limitation of Players stated above, for the first thirty (30) days following the commencement of the Season, the Active Roster shall mean a maximum of twenty-one (21) Players.
- (2) **“Addendum”** shall mean the written terms and conditions of employment attached to and made a part of the SPC.
- (3) **“Amateur”** shall mean any Player who has not signed an SPC or played in any professional hockey games prior to signing an Amateur Tryout Agreement, not including any games previously played under an AHL or ECHL Amateur Tryout Agreement. An Amateur who signs an SPC and is subsequently Suspended by the Member for the purpose of returning to school shall be ineligible for inclusion on the Member's Protected List. Furthermore, any Player who has played in any Recognized Professional Hockey League(s) in a previous season, but has since regained amateur status, will once again be considered an Amateur.

- (4) **“Approved Applicant”** shall mean an applicant for Membership in the League that has been approved by the Board of Governors but has not played a game in the League.
- (5) **“Athletic Trainer”** shall mean an individual certified by the National Athletic Trainers’ Association Board of Certification or an equivalent Canadian board of certification (collectively, “AT Board”). This individual shall meet continuing education requirements and maintain certification with the AT Board. Each Member shall forward evidence of the certification of the Athletic Trainer by the AT Board to the League on or before September 15 of each Season during the Term.
- (6) **“Benefits”** shall mean the following:
- a. Off-ice insurance as provided by the Health and Welfare Trust;
 - b. Per diem, as provided herein;
 - c. Moving and travel expenses;
 - d. Dental coverage as provided in Article XI. Section 3;
 - e. Playoff Pool as provided for in Article VII. Section 5;
 - f. Payments to Players on a Member’s Injured Reserve List;
 - g. The cost or value of lodging provided to a Player; and
 - h. Any severance payments made pursuant to Article VII. Section 9.
- (7) **“CBA”** shall mean this Ninth Collective Bargaining Agreement dated July 1, 2025 through June 30, 2030.
- (8) **“Check-off”** shall mean that each Member responsible for payroll will check-off the initiation fee, daily dues, and any other amounts that the PHPA represents in writing to the League and the Members. Each Member shall be entitled to rely on the PHPA notice until the League and Member’s receipt of a written modification from the PHPA.
- (9) **“Commissioner”** shall mean the Commissioner of the ECHL.
- (10) **“Conventional Game Start Time”** shall mean those with a puck drop between 12:00 p.m. and 8:30 p.m. local time.
- (11) **“Coverage Period”** shall mean the period commencing on the first day of the Regular Season and concluding on June 30 at 11:59 P.M. Local Time in addition to the period of time for each Player who has qualified for those Benefits which, by their specific terms, continue for so long as there is a Benefit entitlement.
- (12) **“Date of Suspension of Business of a Member”** shall mean a Member who suspends operation for any reason during the Term as of a specific date determined and published by the League.

- (13) **“Day Off”** shall mean a continuous twenty-four (24) hour period during which no Member-mandated activities may be scheduled, except for essential, mandatory medical treatment for a documented injury prescribed by the Member medical staff.
- (14) **“Disciplinary Investigations”** means any formal inquiry or review conducted by the League (or its designees) into alleged conduct by a Player that may violate (i) the League’s Regulations and Rules, policies, or codes of conduct, (ii) the terms of the Standard Player Contract, or (iii) generally accepted standards of professional conduct, whether such conduct occurs on-ice, during team or League activities, or in circumstances that may materially affect the integrity, reputation, or orderly operation of the League. Disciplinary Investigations are limited to fact-finding and determination of whether disciplinary action should be imposed, and shall not include routine coaching evaluations, performance reviews, or investigations into purely personal matters unrelated to League interests.
- (15) **“Discipline Administrator”** shall mean the decision maker(s) and/or enforcement officer(s) for all Player disciplinary matters, appointed by the Commissioner.
- (16) **“Deadline”** shall mean 5 P.M. Eastern Time on the forty-fifth (45th) day of any Member-imposed suspension of a Player.
- (17) **“Domicile”** shall mean the location last reported in writing by the Player to the Member.
- (18) **“Due Date”** shall mean the date for submission of payment to the PHPA by each Member for amounts voluntarily deducted from the Player’s Salary on or before the twentieth (20th) day of each month for the preceding statement period.
- (19) **“ECHL”** shall mean ECHL Inc., a nonprofit corporation that may also be referred to herein as the **“League”**, including the corporate, business, and administrative offices of ECHL Inc. under the authority, control, and direction of the Commissioner.
- (20) **“ECHL Affiliate Payment Schedule”** shall mean the schedule detailed in the League Agreements that provides for the reimbursement of all NHL/AHL contracted Players assigned or loaned to the Member.
- (21) **“End of the Season”** shall mean the following: (a) if a Member fails to qualify for the Playoffs, the conclusion of the Season for that Member shall be the last regularly scheduled ECHL game and shall include one (1) additional day if the Member is flying home the day after the last regularly scheduled game; or (b) if a

Member qualifies for the Playoffs, the conclusion of the Season for that Member shall be the last Playoff game in which the Member participates and shall include one (1) additional day if the Member is flying home the day after the last Playoff game.

- (22) **“Executive Director”** shall mean the Executive Director of the PHPA.
- (23) **“Exit Physical”** shall mean the physical examination given by the Member physician to each Player before he leaves the Home Territory following a trade, waiver, release, or End of Season, executed by the Member physician and the Player.
- (24) **“Home Arena”** shall mean an arena suitable for the play of professional ice hockey according to the Regulations and Rules that is leased or owned by the Member.
- (25) **“Home Territory”** shall mean with respect to any Member or Approved Applicant, the area within a fifty (50) mile radius of that Member’s Home Arena or an Approved Applicant’s Home Arena.
- (26) **“Injured Reserve”** shall mean those Players unable to play because of injury but who continue to be paid a Salary by the Member pursuant to the SPC. The number of slots for Injured Reserve Players for each Member is specified in the Rules for each Season. A form shall be filed with the League signed by the coach or general manager, athletic trainer and/or doctor, where applicable, and the Player, identifying the Player as on Injured Reserve. A copy of this form shall be made available to the PHPA upon request.
- (27) **“Invitee” or “Invitees”** shall mean any person not under an SPC or an NHL/AHL contracted Player invited by a Member to participate in its training camp.
- (28) **“League”** shall mean the ECHL Inc., a nonprofit corporation that may also be referred to herein as the **“ECHL”**, including the corporate, business, and administrative offices of the ECHL Inc. under the authority, control, and direction of the Commissioner.
- (29) **“League Agreements”** shall mean the Articles, Bylaws, Affiliation Agreements, Regulations, Playing Rules and the Official Rules of the ECHL.
- (30) **“Member”** shall mean any entity that (a) is recognized by the ECHL pursuant to the League Agreements, and (b) operates a team for the play of professional ice hockey in the ECHL at any time during the Term. “Members” refers to these entities as a group.

- (31) **“Mid-Season Break”** shall mean a 72-hour break between the third week of January and the second week of February.
- (32) **“Off-Season”** shall mean the period of time commencing with the End of the Season and terminating at 11:59 P.M. Eastern Time of the day before the first day of the next Regular Season.
- (33) **“Opening Day Roster”** shall mean the Member’s first Active Roster and Injured Reserve submitted to the League prior to the beginning of the Regular Season.
- (34) **“PHPA”** shall mean the Professional Hockey Players’ Association, a nonprofit organization, including the corporate, business, and administrative offices of the Professional Hockey Players’ Association, under the authority, control, and direction of the Executive Director.
- (35) **“Player”** shall mean a professional hockey player whose Rights have been retained, who has executed an SPC with a Member, or who has been loaned or assigned by another league for play in the ECHL. “Players” refers to these individuals as a group.
- (36) **“Player Representative”** shall mean the Player elected or designated to represent the Players before the PHPA. “Player Representatives” refers to these individuals as a group.
- (37) **“Playoff” or “Playoffs”** shall mean the period of time commencing with the day following the last regularly scheduled ECHL game and continuing for each Member qualifying for the Playoffs until the day that Member is eliminated from the Playoffs or completes the final championship game of the Season.
- (38) **“Playoff Pool”** shall mean the payments, in addition to Salary, paid by the Member from the required contributions of all Members participating in the Playoffs as specifically provided in Article VII. Section 5. The Players and the PHPA shall elect the distribution of the Playoff Pool.
- (39) **“Previous Season’s Average Weekly Salary”** shall mean a Player’s average weekly Salary for the preceding Regular Season based on the Player’s Salary listed on his SPC, prorated on a daily basis. Examples of the calculation of this prorated average salary are presented on Appendix F.
- (40) **“Prohibited Activities”** shall mean the definition contained in Article IV. Section 2.

- (41) **“Protected List”** shall mean during the Season and until 11:59 Eastern Time on June 22 following the End of the Season, each Member shall retain the Rights to each Player in accordance with this CBA that:
- a. has signed an SPC with the Member, and has not been traded, Waived or Released,
 - b. has signed an SPC and has been recalled to the NHL/AHL or to play for their national IIHF team, and has not been traded, Waived or Released,
 - c. has received a Qualifying Offer and has not signed an SPC and has not been traded, Waived or Released,
 - d. has been suspended by the Member or the League and has not been traded, Waived or Released,
 - e. was signed to an SPC on or after the first (1st) day of the Season and subsequently signed an NHL/AHL contract and has not been traded, Waived or Released, or
 - f. has executed the Player Retirement Form, Appendix M, and has not been traded, Waived, or Released.
- (42) **“Qualified Player”** shall mean a Player who is listed on a Member’s Season Ending Roster who has received a Qualifying Offer from that Member.
- (43) **“Qualifying Offer”** shall mean an offer of an SPC to a Qualified Player which entitles a Member to Rights in the form that appears in Appendix C.
- (44) **“Recognized Professional Hockey League(s),”** absent an agreement by the Commissioner of the ECHL and the Director of the PHPA to a change on or before June 30 of each year of the Term, a complete list of the ECHL/PHPA recognized professional hockey leagues is attached hereto as Appendix P.
- (45) **“Regular Season”** shall mean 12:00 A.M. local time the day of the first regularly scheduled ECHL game until 11:59 P.M. local time on the day of the last regularly scheduled ECHL game, inclusive.
- (46) **“Regular Season Schedule”** shall mean the schedule of ECHL games, to be provided to the PHPA at the same time it is provided to the Members.
- (47) **“Regulations and Rules”** shall mean the written documents published by the League, which govern all scheduling, performance, and conduct in ECHL games and include the Regulations, Playing Rules, and the Official Rules of the ECHL.
- (48) **“Release” or “Released”** shall mean the termination of a try-out agreement, the termination of an SPC outside the Waiver period, or if a Player clears Waivers.

- (49) **“Release Costs”** is defined in Article X. Section 3.C.
- (50) **“Reserve”** shall mean up to three (3) Players in addition to the Active Roster that may consist of healthy or injured Players; one of these Reserve spots is to be used exclusively for a goaltender (i.e. no more than two position players may be on reserve at the same time). Salary paid to a Reserve Player does not count against the Salary Cap and the Reserve Player may be added to the Active Roster at any time, not to exceed the Active Roster maximum.
- (51) **“Rights”** shall mean the exclusive ECHL negotiation rights provided in Article X. Section 3.
- (52) **“Rookie”** shall mean a Player who has played less than twenty-five (25) regular season games in any Recognized Professional Hockey League(s).
- (53) **“Rookie Salary Cap”** shall mean the definition and terms as provided in Article VII. Section 1.C.
- (54) **“Salary”** shall mean the gross amount of monetary compensation that a Player, or person or entity designated by a Player, is entitled to in accordance with the SPC as may be modified upon agreement and execution by the Member and the Player, evidenced by the Salary Change Form attached hereto as Appendix N.
- (55) **“Salary Cap”** shall mean the definition and terms as provided in Article VII. Section 1.
- (56) **“Salary Floor”** shall mean the minimum total Salary paid by the Member to Players on the Active Roster including all amounts reimbursed by the Member to NHL/AHL affiliates pursuant to the ECHL Affiliate Payment Schedule during each week of the Season until the End of the Season for that Member.
- (57) **“Season”** shall mean the commencement of the Regular Season until the End of the Season.
- (58) **“Season Ending Roster”** shall mean a list containing no more than twenty (20) Players from the Member’s Protected List, excluding any Player who in the previous Season received a Qualifying Offer but did not sign an SPC or who signed an SPC but did not play in any game in the League during the Season, unless Player did not play due to injury. An Amateur who signs an SPC and returns to college is deemed released and may not be suspended for the purpose of appearing on the Season Ending Roster unless the Player is on the Playoff Roster.
- (59) **“Severance Payment”** shall mean payment to a Player entitled thereto as provided in Article VII. Section 9.B, equal to the Player’s Salary as it existed on

the date of termination for the lesser of fourteen (14) days or the number of days remaining until the End of the Season. Such Severance Payment shall be made within seven (7) days following written notice from the Player to the Member that he was not reemployed by a professional hockey team for fourteen (14) calendar days following the date of termination. The Player's written notice shall be delivered to the Member within twenty-eight (28) days following the date of termination.

- (60) **“Spouse”** shall mean a domestic partner in a marital relationship recognized (i) by license or (ii) common law by the state, province or local jurisdiction in the country of citizenship of a Player and attested to by the Player in writing via the Trust Affidavit of Declaration of Qualifying Domestic Partnership.
- (61) **“Standard Player Contract”** or **“SPC”** shall mean an ECHL contract and any Addendum, if applicable, between a Member and a Player in the form that appears in Appendix A, including Salary changes as approved by the League on the Salary Change Form.
- (62) **“Surplus Fund Account”** shall mean the definition stated in Article XI. Section 1, as governed by the Trust.
- (63) **“Term”** shall mean the effective date of this CBA at 12:00 A.M. Eastern Time on July 1, 2021, immediately following the end of the term of the Eighth Collective Bargaining Agreement on June 30, 2025 at 11:59 P.M. Eastern Time and terminating at 11:59 P.M. Eastern Time on June 30, 2030.
- (64) **“Tie Breaking System”** shall mean the system for breaking ties between two (2) or more Members as provided in the Rules.
- (65) **“Trust”** shall mean the PHPA/ECHL Health and Welfare Benefits Trust, effective as of October 1, 1996.
- (66) **“Unrestricted Free Agent”** shall mean a Player (1) who has never signed an SPC; or (2) who has been Released by a Member; or (3) whose SPC has expired and who is not otherwise subject to a Member's Rights.
- (67) **“Veteran”** shall mean a Player, other than a goaltender, who has played in at least two hundred sixty (260) regular season games in any Recognized Professional Hockey League(s), as defined by the Rules.
- (68) **“Waiver(s)”** shall mean a method by which a Member terminates the services of a Player and offers the SPC to be assigned to another Member, or if no Member claims the Player within the Waiver period, the Player shall become an Unrestricted Free Agent.

(69) “\$” shall mean whole US Dollars.

Article II. TERM

The Term of this CBA shall be as stated in Article I. : Definitions.

Article III. RECOGNITION

The Members and the League recognize the PHPA as the sole and exclusive collective bargaining representative for all present and future Players. The PHPA warrants that it is duly empowered to enter into this CBA for and on behalf of the Players.

The PHPA also warrants that it has the right to negotiate terms and conditions of employment for all Players. The parties further agree that, notwithstanding the foregoing, the PHPA shall not bargain with respect to compensation for individual Players other than as specifically described in Article VII.

All Members, the League, the Players and the PHPA, throughout the Term of this CBA, acting individually or in concert or through their agents, are bound by the terms of this CBA.

Article IV. GENERAL TERMS

Section 1. Management Rights

A. Retention of Rights.

The League and its Members, jointly and severally, retain all statutory and inherent rights and responsibility to manage, control, and direct, in their sole and exclusive discretion and judgment, the operations of the League and its Members, except as specifically limited, restricted, or qualified by the provisions of this CBA or the SPC. The League reserves and retains the exclusive right to issue Regulations and Rules governing the play of its Members, including the conduct of the Players.

B. Right to Manage.

It is recognized that the League and the Members have the right to manage and direct the Players as they deem proper, unless restricted by the express language of this CBA or the SPC. The enumeration of the League’s and Members’ management rights shall not be deemed all-inclusive so as to exclude any other rights of management not specifically delineated herein. PHPA recognition of inherent management rights is not to be construed as acceptance of unilateral change of terms or conditions of employment.

C. No Waiver.

The League's or a Member's failure to exercise any right, prerogative, or function in a particular way shall not be considered a waiver of the League's or Member's right to exercise such right, prerogative, or function or preclude either from exercising the same in some other way not in conflict with the express provisions of this CBA.

D. Right to Contract.

The League and its Members retain the right to contract with Invitees and Players directly or through an Invitee's agent or a Player's agent.

Section 2. No Strike/No Lockout Clause

A. No Strike.

The PHPA, its representatives, members, and Players, individually and collectively, shall not during the Term cause, call, authorize, ratify, encourage, instigate, sanction, or take part in any strike, sympathy strike, sit-down, stay-in, picketing, honoring of a picket line, walk-out, slow-down, work stoppage or curtailment detrimental to the League's or a Member's finances, refusal to play, intentional interference with operations, or other acts of similar nature (except for informational handbilling) which adversely affect the League or the Members, or in any way interfere with the League's or a Member's business, regardless of the reason for doing so ("Prohibited Activities"), provided there is no breach of Section 2.B below.

B. No Lockout.

The League and the Members, individually and collectively, shall not institute any method of lockout during the Term, provided there is no breach of Section 2.A above.

C. Direction to Cease if Violation.

In the event of a violation of Section 2.A or B above, the League and/or the PHPA shall immediately instruct the PHPA, its representatives, members, and Players or the League and its Member(s) that they are in breach of this CBA and shall direct them to cease such activities at once.

D. Remedies.

In the event of a claimed violation of this Section 2 by the PHPA, its representatives, members and Players or the League and its Members, the League and the PHPA shall have the right (without waiving any other rights):

(1) To immediately submit to one (1) of the arbitrators provided for in Article XIII. for final determination, within forty-eight (48) hours of submission of the question of whether the PHPA, its representatives, members, and Players or the League and its Member(s) were engaged in one (1) or more of the Prohibited Activities or a violation of Section 2.B and upon an affirmative finding, the arbitrator shall order that such violation cease. The prevailing party shall have the right to the immediate judicial enforcement of the arbitrator's decision; and

(2) To seek such other and further judicial remedies as provided for by law for the commission of the Prohibited Activity or violation of Section 2.B above.

Section 3. Legislative Inconsistencies.

In the event any provision hereof is found to be inconsistent with the laws or rules of the Internal Revenue Service, National Labor Relations Board, or any other governmental agency, such law or rule shall supersede the conflicting provision without affecting the remainder of the provisions of this CBA. If such law or rule does not provide for a substitute for the conflicting provision, the League and the PHPA, upon written request of one (1) party to the other, shall meet to attempt to negotiate a substitute provision; provided, however, that the "No Strike/No Lockout Clause" shall remain in full force and effect.

Section 4. ECHL League Agreements

Except as expressly provided for herein regarding the conduct of the Players, the League Agreements shall remain independent and shall not, in any way, be incorporated by past or current practice into this CBA. The League Agreements shall remain the exclusive jurisdiction of the League and its Members and shall not be grievable or arbitrable under this CBA or subject to review by any court. The PHPA shall receive copies of all League Agreements, including approved revisions and amendments, and shall keep the League Agreements **CONFIDENTIAL**.

Article V. STANDARD PLAYER CONTRACT

Section 1. Form.

The form of the SPC between a Member and a Player during the Term is attached hereto as Appendix A and incorporated herein by reference. During the Term, no other form of SPC will be utilized by the Players and the Members. SPC Addendums are permissible, provided they are filed with and approved by the League. Should the provisions of any SPC or Addendum between any Player and Member be inconsistent with the terms of this CBA, the provisions of this CBA shall govern and supersede the provisions of the SPC or Addendum.

Section 2. Conformity.

Any SPC signed prior to the execution of this CBA and in effect during the Term shall be deemed amended in such a manner as to require the parties to comply with the terms of this CBA.

Section 3. General Requirements

A. Execution.

(1) The Member and the Player shall each execute the SPC.

(2) All Standard Player Contracts shall be executed by the Player and the Member using electronic signatures exclusively through the League's digital signature platform, utilizing the following process:

a. The Member will input the necessary terms into the SPC template available on Adobe Sign.

b. All SPC documents must be signed by the Player and, on behalf of the Member, (i) the Coach or General Manager, and (ii) the Governor, Alternate Governor, or designee. All signatures must be made and the SPC delivered to the League within twenty-four (24) hours of the first signature made or the SPC will automatically void. The SPC will be valid and binding upon the Player and the Member immediately upon execution, but is subject to League approval. Upon execution of the SPC, the SPC will be forwarded to the League for review. Within 3 business days of receipt, the League will approve the SPC, disapprove the SPC, or notify the Member and Player that the League is further investigating the SPC.

(3) Upon approval by the League, a copy of the fully executed, approved SPC will be emailed to the Member, Player, League, and PHPA. If the League has not given (i) notice of disapproval of the SPC, or (ii) notice of an extension of the period of investigation, the SPC shall be deemed to be approved within ten (10) business days of receipt by the League.

B. Sole Contract for Services as a Player.

Except as permitted under Article IX. Section 5, there shall be no contract for services of a Player for a Member other than pursuant to an SPC. A Player shall not be a part of or represent the management of a Member.

C. No Impairment if CBA Terminated.

The termination of this CBA shall not impair, limit, or terminate the rights or duties of any Player or Member under an SPC.

D. League Disapproval of SPC.

The League shall have the right to disapprove an SPC on reasonable grounds including, but not limited to, an attempt by the parties to abridge or impair the rights of any other Member, uncertainty or incompleteness of rights and obligations, or conflict between the terms of the SPC and the League Agreements. On the receipt of notice of disapproval by the League, the Member and the Player will be relieved of their respective rights and obligations under the SPC.

E. League Approval Required for SPC to Bind the League.

While the SPC is binding on the Player and the Member, the SPC shall be effective as to the League only upon approval by the League. Once approved by the League, the SPC shall be binding on the Member, the Player, and any assignee.

F. Salary Change.

Execution, submission and notification of Salary change pursuant to the Salary Change Form, Appendix N, shall follow the same procedures and time periods as stated herein for the SPC.

Article VI. UNION SECURITY

Section 1. PHPA Membership

Every Player shall have the option of joining the PHPA; provided, however, that as a condition of employment commencing with the execution of this CBA by the ECHL and the PHPA and for the Term, wherever and whenever legal: (i) any Player who is or later becomes a member in good standing of the PHPA must maintain his membership in good standing, consistent with controlling law; and (ii) Any Player who is not a member in good standing of the PHPA must, on the thirtieth (30th) day following the beginning of his employment or with the execution of this CBA, whichever is later, pay pursuant to Section 2 below, or otherwise to the PHPA, an annual service fee in the same amount as any association dues required of members of the PHPA, consistent with controlling law.

Section 2. Check-off

A. Deduction of Dues from Payroll.

The PHPA shall advise each Member and the League as to the amounts of any initiation fee or dues prescribed by the bylaws of the PHPA to be voluntarily deducted for each payroll period, as well as the payees of checks for such deductions and the names and addresses of the persons to whom such checks shall be sent. The amounts to be deducted shall be based upon the number of days the Player is on the Active Roster or Injured Reserve of a Member, commencing with the start of the Regular Season or date of reporting, whichever is later, up to and including the Player's last Regular Season or Playoff game, whichever is later. For Players assigned, recalled, or signed to an SPC during the Season, dues deductions shall commence immediately upon Player's assignment to Member, regardless of the number of days it takes a Player to report. Such amounts shall be reconciled and remitted by the Member or NHL/AHL team to the PHPA on or before the Due Date, commencing in November of each Season.

B. Notification of Roster Changes.

The ECHL and PHPA recognize the need for proper filing of Roster Changes and agree that the PHPA shall be notified within seventy-two (72) hours by email of all try-outs, SPC signings, Waivers, assignments by an NHL/AHL team, reassignments, suspensions, retirements, and SPC assignments. Such movements shall be completed by each Member in a timely manner using the League's automated transaction system ("ATS"). Each Roster Change shall be reviewed and confirmed by the League and shall be communicated to the PHPA via email. In the event the ATS becomes inoperable at any time, the League and its Members shall use the ECHL Official Roster Change Form (attached hereto as Appendix B) for Roster Change reporting.

C. Check-Off Statements, Dispute Resolution, Payment Deadlines, and Interest on Late Remittances.

The PHPA shall send a Check-off statement to each Member via email within five (5) business days of the close of the month. The Member shall notify the PHPA of any discrepancy within five (5) days of receipt of the statement. Any discrepancy shall be resolved within ten (10) business days. Any unresolved discrepancies shall be referred to the PHPA Director of Hockey Operations and the ECHL Director of Hockey Operations for resolution. The Member shall remit the undisputed portion of the Check-off by the Due Date. The ECHL Director of Hockey Operations and the PHPA Director of Hockey Operations shall resolve the discrepancy before the end of the month. A Member failing to remit deducted dues after the Due Date shall be assessed interest in the aggregate amount of eighteen percent (18%) per annum on the outstanding balance. All interest is tolled until five (5) days following the resolution.

Section 3. Indemnification

The PHPA shall at all times maintain authority from the Players for Check-off and shall, upon request, provide the League and any Member with copies thereof. The PHPA shall defend, hold harmless, and indemnify the League and its Members with respect to any and all obligations arising out of or relating to PHPA Check-off.

Article VII. SALARY AND OTHER STIPENDS

Section 1. Salary Cap

A. Salary Cap Definition and Inclusion of Affiliate Reimbursements and Player Compensation.

The Salary Cap shall be the maximum total Salary paid by a Member to Players on the Active Roster including all amounts reimbursed by the Member to NHL/AHL affiliates pursuant to the ECHL Affiliate Payment Schedule during each week of the Season, until the End of the Season for that Member. Any payments to a Player in consideration of his services for a Member shall be presumed to have been paid by the Member and shall be included as Salary for the purposes of the Salary Cap.

(1) Payment(s) may be made by an independent third party to a Player for his services, (e.g., independent promotional activities of the third-party) that are not directly or indirectly related to the performance for the Member. These independent third-party payments must be made without the assistance or involvement in any way of the Member and shall otherwise be lawful. If the Member shall gain knowledge of such third-party payment to a Player, the Member must disclose the circumstances to the League and receive approval. Failure to make such disclosure and receive approval shall constitute a Salary Cap violation.

(2) Any money, property, investments, or anything else of economic value that is paid to a Spouse or family member of a Player shall be included in Salary for the Season to which it relates. In order to exclude any payment from Salary, the Member must have paid fair market value for the services or other benefits derived from the Spouse or family member and shall have received League approval.

(3) Any Spouse or family member of a Player who receives compensation from a Member or group affiliated with a Member must verify proof of employment, job description, hours of work per week, and payroll information. Prior to a Spouse or family member of a Player commencing employment with a Member or a group affiliated with a Member, the Player must obtain written approval from the League.

(4) Salary shall not include Benefits. No property, investment or

anything else of economic value shall be paid to a Player by the Member. Salary shall also include any and all consideration paid or payable to the Player, even if such consideration is purportedly paid to the Player for services other than playing hockey. Any money, property, investments or anything else of economic value that is received by the Player, the Spouse and/or family members of a Player from any source which the Member is aware of must be disclosed by the Member to the League. Even if the payments are made by an independent third party, if the Member is aware of such payments, the Member must disclose the amount of the payment and its full and complete understanding of why the payment was made. Failure to make such disclosure shall constitute a violation of the Salary Cap.

B. Weekly Salary Cap.

The Weekly Salary Cap for all Players on the Active Roster shall be as follows:

Year	First 30 Days of Season	Balance of Season
2025-26	\$18,100.00	\$17,500.00
2026-27	\$18,610.00	\$18,000.00
2027-28	\$18,870.00	\$18,250.00
2028-29	\$19,130.00	\$18,500.00
2029-30	\$19,635.00	\$19,000.00

C. Rookie Salary Cap.

The maximum weekly allowable Salary for a Rookie shall be:

Year	Maximum Weekly Salary
2025-26	\$740.00
2026-27	\$750.00
2027-28	\$760.00
2028-29	\$770.00
2029-30	\$780.00

Section 2. Minimum Weekly Salary

For a Player (i) who has played in fewer than twenty-five (25) regular season professional hockey games in any Recognized Professional Hockey League(s) at the beginning of the Season, (ii) who has signed an SPC, and (iii) who was not on a Member's Season-Ending Roster, the minimum weekly Salary shall be:

Year	Minimum Weekly Salary
2025-26	\$600.00
2026-27	\$610.00

2027-28	\$620.00
2028-29	\$630.00
2029-30	\$635.00

For all other Players, the minimum weekly Salary shall be:

Year	Minimum Weekly Salary
2025-26	\$650.00
2026-27	\$660.00
2027-28	\$670.00
2028-29	\$680.00
2029-30	\$686.00

Section 3. Salary Floor.

Each Member shall pay a Salary Floor of an average weekly salary of not less than the following for all Players on the Active Roster:

Year	Minimum Weekly Salary
2025-26	\$13,300.00
2026-27	\$13,680.00
2027-28	\$13,870.00
2028-29	\$14,060.00
2029-30	\$14,440.00

If the Salary Floor is not met, the Member shall distribute the amount of the shortfall equally among the Players on the Active Roster for that week. If the shortfall is less than one hundred dollars (\$100), the amount shall be distributed among the Players at the discretion of the Member.

Section 4. NHL/AHL Contracted Players

The weekly Salary Cap charge for an NHL/AHL contracted Player owned or assigned to a Member shall be the following amount:

Year	Salary Cap Charge
2025-26	\$600.00
2026-27	\$625.00
2027-28	\$637.00
2028-29	\$650.00
2029-30	\$675.00

Section 5. Playoff Pool

A. Distribution of Playoff Pool.

In addition to Salary, the Playoff Pool for Members participating in the Playoffs shall be allocated for distribution among the Players on the Playoff roster as the Players and the PHPA shall elect. The total amount to be distributed each Season is specified below. The Playoff Pool shall be paid to the Players by each Member participating in the Playoffs within ten (10) days of a Member's last Playoff game. For NHL/AHL contracted Players, the Member shall reimburse the NHL/AHL affiliate for such amount. Each Member shall provide to the PHPA verification of payment of the Playoff shares distributed to each Player. Nothing contained herein shall limit the League, in its sole discretion, from revising or deleting any of the elimination rounds.

The Shares for the Playoff Pool are as follows:

Year	Playoff Pool
2025-26	\$265,000.00
2026-27	\$268,000.00
2027-28	\$270,000.00
2028-29	\$270,000.00
2029-30	\$280,000.00

B. Playoff Games and Proration of Playoff Pool.

The League shall retain the exclusive right to determine the rounds and the number of games played in each round of the Playoffs. The Playoff Pool described above is based upon 7-7-7-7 format for a maximum of 28 games. If the League changes the rounds or games, the Playoff Pool shall be prorated to equal any increase or decrease in the number of games played. The League and the PHPA shall determine the proration of the above amounts.

Section 6. Rate of Pay

Each Player shall be paid his Salary in equal weekly or bi-weekly installments, at the Member's option, commencing with the first Regular Season game and continuing through the Regular Season. Thirty (30) days prior to the start of the Regular Season, each Member shall post the payroll payment date in the locker room or other common Player area and provide a schedule of pay dates to Players before the start of the Regular Season, which shall remain posted in the dressing room throughout the Season and, if necessary, updated. If the schedule is updated, approval of the Executive Director of the PHPA or his or her delegate must be requested, which shall not be unreasonably withheld. If the Member qualifies for the Playoffs, Salary payments shall continue on the same weekly or bi-weekly basis for the duration of Playoff participation. An SPC Player on Injured Reserve at the end of the Regular Season shall continue to receive Salary during the Playoffs.

Section 7. Exhibition Games

No additional payment will be made to Players for participation in pre-season exhibition games with other Members or other leagues. In the event a Member participates in a Regular Season exhibition game, each Player participating in the Regular Season exhibition game(s) shall be paid the sum of One Hundred Dollars (\$100) per game. The All-Star Game shall not be considered a Regular Season exhibition game.

Section 8. ECHL All-Star Game/Mid-Season Break

There shall be a Mid-Season Break each Season. Whether or not the League organizes and conducts an annual All-Star Game, the parties agree as follows:

A. All-Star Game Payment.

The League shall guarantee that each Player who participates in the All-Star Game shall receive a flat payment of Three Hundred Dollars (\$300) from the host Member.

B. Transportation, Accommodation, and Meals.

The League shall guarantee that transportation, accommodation, and meals shall be provided by the host Member for each Player who participates in the ECHL All-Star Game.

Section 9. Pro-Rata Salary Payment and Severance Payment

A. Pro-Rata Salary Payment.

A Pro-Rata Salary Payment shall be made if a Player is terminated as specified in Paragraph 1(E) or 1(F) of the SPC. The Player shall receive payment for each full week of service proceeding the termination date which has not already been paid to the Player as of the date of termination. In addition, if the Player is terminated, he shall receive his pro-rata share of the days he was employed during the week in which the termination occurred;

B. Severance Payment.

A Severance Payment shall be made:

(1) If a Player is terminated as specified in Paragraph 1(E) or 1(F) of the SPC and has been on an Active Roster or Injured Reserve for a period of twenty-one (21) consecutive days during the Season, and the Player is not re-employed by a professional hockey team within fourteen (14) calendar days after the date of termination; or

(2) If a Player is claimed off Waivers and is not offered an SPC by the acquiring Member at a Salary equal to the Salary paid at the time of Waiver; or is signed and Waived by the acquiring Member; and the Player is not reemployed by a professional hockey team within fourteen (14) days; and such Player has been on an Active Roster or Injured Reserve for a period of twenty-one (21) consecutive days during the Season.

No Severance Payment shall be made:

(1) In the event a Player is claimed off Waivers by another Member and the Player declines employment at a Salary equal to the Salary paid at the time of Waiver;

(2) If a Player is on an Active Roster or on Injured Reserve at the End of the Season;

(3) If a Player retires by executing a Player Retirement Form, Appendix M, or requests in writing to be placed on Waivers;

(4) If a Player is suspended; or

(5) A Player refuses to report following a trade or waiver claim and is subsequently waived or released by the acquiring Member.

Section 10. Regular Season Finish Money

The Players on the Member's Active Roster at the end of the Regular Season who finish first overall in the League standings shall receive the following for distribution among the Players on the Active Rosters or as the Players shall elect:

Year	Money to be Distributed
2025-26	\$2,500.00
2026-27	\$2,500.00
2027-28	\$2,500.00
2028-29	\$2,500.00
2029-30	\$2,500.00

Members shall make this payment concurrently with the Playoff Pool payments. There shall be only one (1) Regular Season champion and, if necessary, the Tie Breaking System shall be utilized to determine the champion.

Section 11. Bereavement/Family Leave

A. Bereavement.

In the event of a death of an immediate family member of a Player, the Player shall be entitled to four (4) days leave with pay upon notice to the Member. Furthermore, the Member shall furnish the Player and Spouse with a round-trip ticket from the playing city to location of the funeral. Appropriate documentation of the death is to be furnished to the Member by the Player upon request. An immediate family member shall be defined as a Spouse, child(ren), parent, brother, sister, grandparents and in-laws of a Player.

B. Family Leave.

A Player may request leave for the birth of a child, a family emergency or illness, and the Player shall get four (4) days leave with pay provided the Player has received prior approval from the League. Before approval, the League may require appropriate documentation to support the request for family leave.

Article VIII. EXPENSE ALLOWANCES

Section 1. Per Diem Allowance

The per diem meal allowance for each Player accompanying a Member while he is away from his Home Arena in excess of twenty-five (25) miles for a mandatory practice or away for the purpose of playing Regular Season or Playoff games shall be as follows:

Year	Per Diem
2025-26	\$60/day: Breakfast \$12, Lunch \$17, Dinner \$31
2026-27	\$61/day: Breakfast \$13, Lunch \$17, Dinner \$31
2027-28	\$62/day: Breakfast \$13, Lunch \$18, Dinner \$31
2028-29	\$64/day: Breakfast \$13, Lunch \$18, Dinner \$33
2029-30	\$66/day: Breakfast \$14, Lunch \$19, Dinner \$33

For the purpose of the per diem calculation, the times designated for meals shall be:

Breakfast prior to 10:00 A.M.
Lunch prior to 1:30 P.M.
Dinner prior to 7:00 P.M.

If the Member has left its Home Arena or not yet returned at these specific times, the stated per diem is payable. Furthermore, whenever a Member is on an extended trip (defined as more than five (5) consecutive full road days), the Member is required to provide one (1) additional dinner or pre-game meal (but not more than one), in addition to the payments outlined above. In addition, when a Member plays a home

game and immediately leaves its Home Arena to play a road game, the Member must provide each Player with a meal or a Fifteen Dollar (\$15) per diem payment and provide beverages, fruits, and snacks on the bus during road travel.

Section 2. Training Camp

A. Training Camp Period, Reporting Limits, Accommodations, and Practice Hour Restrictions.

For the purposes of determining payments due under this Section 2, the training camp period shall commence on the day specified by the League, but training camp shall not open prior to fourteen (14) calendar days before the League's first Regular Season game and will end at 11:59 P.M. Eastern Time on the day before the first Regular Season game. Players may not be requested by a Member to come to the Home Territory more than twenty-one (21) days prior to the start of the Regular Season. Upon arrival, the requested Player shall receive accommodations and per diem. During the first seven (7) days of training camp, Member shall ensure that no Player shall participate in more than three (3) hours of practice per day, including on- and/or off-ice testing. On Pre-Season exhibition game days, this limitation will not apply to Players playing in the Pre-Season game.

B. Training Camp Meals and/or Per Diem (Eligibility, Election, and Minimum Standards).

During the term of this CBA, each Member conducting its own training camp shall provide a training table consisting of three (3) meals per day or per diem payment for three (3) meals per day or any combination thereof amounting to three (3) meals provided to each Player who is invited to and attends training camp. The meals and/or per diem shall be provided until the Player is Waived or Released. All Players shall receive per diem or training table during training camp, regardless of whether those Players live in the Home Territory or in Member-provided lodging. Only those Players who reside within the Home Territory but outside of Member-provided housing may elect to receive per diem in lieu of a Member-provided meal, provided that the Player delivers not less than seven (7) days' written notice of such election. The Joint Health and Safety committee shall establish recommendations for minimum standards for meals provided during training and per diem provided in lieu of team- provided meals.

C. Member-Provided Lodging for Training Camp Participants.

The Member shall provide, at its expense, reasonable and appropriate lodging to Players and Invitees who participate in training camp. The Member shall not be responsible for Invitees' lodging whose Domicile is in the Home Territory of the training camp.

Section 3. Pre-Season and End of Season Travel Expenses

A. Pre-Season Travel.

Upon a Player or Invitee signing an SPC, each Member shall provide to the Player, Spouse and his children at the Member's option either (1) a non-refundable, fourteen (14) day advance one-way or (2) a round-trip airline ticket(s) from the Player's Domicile to the Member's Home Territory; and arranged, purchased, and issued to the Player by the Member as of a specific departure date. If the Player drives, reimbursement for the actual cost of transportation directly from the Domicile of the Player, Spouse and his children as evidenced by written receipts, as calculated and limited by Section 3.C stated hereinafter, shall be submitted by the Player to the Member within seven (7) days after reporting to the Member. The Player shall be given the option of driving or flying from the Player's Domicile to the Member's Home Territory. The Member shall provide such reimbursement to the Player within seven (7) days. If the actual cost for arrival cannot be determined with supporting documentation, then the advance or reimbursement shall be based upon the cost of a round trip or one way airline ticket (whichever is less).

B. End of Season Travel and Player Release Travel if Not Claimed off Waivers.

The Member shall provide travel to the Player's Domicile, provided that the Player is on the Active Roster or Injured Reserve at the End of the Season or is Released. At the Player's option, for travel to his Domicile at the End of the Season or upon his Release, the Player may request an advance equal to his travel cost incurred to arrive in the Home Territory. During the Season, if the Player arrived from other than his Domicile and is driving to his Domicile, the Member shall complete the Travel Home Advance Form attached hereto as Appendix L and deliver it to the Player with the advance. If the actual cost is more than the advance, the Player shall be reimbursed within seven (7) days of receipt of the Player's claim for the additional necessary expense to travel to his Domicile upon delivery to the Member of proper receipts documenting all such necessary expenses, as calculated in accordance with and limited by, the provisions contained in Section 3.C below. The travel provisions in Section 3.C below shall also apply for the Player, Spouse and his children to return to his Domicile at the End of the Season or upon the Player's Release, provided the Spouse and his children travel with the Player to the Domicile. If the Spouse and his children elect not to return with the Player, the Member is responsible only for the Player's expense in returning to his Domicile; provided that, in the event the Player elects to fly rather than drive, a regular coach ticket will be issued for a departure date at the Member's option, thereby allowing the Player to leave the Home Territory, provided such date must be, at the latest, within fourteen (14) days of the End of the Season or the Player's Release. Any additional claims, as limited by Section 3.C below, for reasonable travel expenses occurring after the Player's Release or the End

of the Season shall be submitted by the Player to the Member within thirty (30) days after the End of the Season or the Player's Release. Subject to the provision in Article XV. that a Player must complete an Exit Physical and the provision in Article VIII. that a Player must complete a satisfactory walk-through without damages, the Member shall pay such reasonable travel expenses and the final paycheck to the Player as soon as reasonably possible, but within seven (7) days or at the end of the scheduled direct deposit date. If the walk-through reveals damages, a deduction will be made from the final paycheck and/or travel advance and the paycheck will be provided to the Player as soon as reasonably possible, but within seven (7) days after the walk-through or at the end of the scheduled direct deposit date.

C. Calculation of Travel Expenses.

For travel, reasonable travel expenses are based on the following:

- (1) The Player shall be responsible for traveling at least four hundred fifty (450) miles per day;
- (2) Member shall not be responsible for any vehicle breakdowns or other delay costs;
- (3) Reasonable travel expenses shall consist of:
 - a. Oil change, if applicable, and fuel for one (1) automobile;
 - b. Rental charges for a moving trailer to be pulled behind a car. However, if a rental truck (rather than a trailer) is used to transport the Player, only the cost of a trailer shall be paid by the Member. Additionally, should a rental truck be utilized, the Member shall be responsible for one-half (1/2) the dollar value of the fuel receipts submitted by the Player; and
 - c. Reasonable food, lodging expenses, and tolls with the understanding that economy hotels and restaurants will be used; and
- (4) Full payment of all above expenses shall be made to the Player within seven (7) days of the Player's arrival at the Home Territory and the furnishing of receipts.

D. Rehabilitation Followed by Travel to Domicile.

If a Player is injured as a result of a hockey event, the Member reserves the right to continue treatment in the Member's Home Territory as directed by the Member until rehabilitation is complete. After completion of treatment, travel and expense reimbursement to his Domicile is governed by paragraph C above. The Member may

provide per diem pending processing of a Player's workers' compensation benefits, after which the amount paid in per diem shall be credited against the workers' compensation payment.

E. No Responsibility for Travel Expense Home; Exception.

Other than as specifically provided in this Section, if the Player elects to stay in the Member's Home Territory for more than four (4) consecutive weeks during the Off-Season, the Member shall not be responsible for any of the Player's transportation expenses to his Domicile. However, if a delay of more than four (4) consecutive weeks is occasioned by the end of the school year for the Player's children, travel expenses to a Player's Domicile shall be paid by the Member.

F. Baggage.

When a Player is travelling via airline to the Home Territory, Domicile, or upon a Player's Release, in addition to the Players one (1) equipment bag not to exceed fifty (50) pounds, or in the case of goaltenders, two (2) equipment bags not to exceed fifty (50) pounds each, the Player, Spouse and his children shall each be entitled to two (2) checked bags containing personal items, not to exceed fifty (50) pounds per bag, or the maximum weight per bag permitted by the airline. Any other baggage must be sent via commercial ground transportation and pre-approved by the Member, including pets.

Section 4. In-Season Moving Expenses

Any Player who is traded, claimed or assigned by or between Members during the Season shall receive reimbursement for reasonable moving expenses for the Player, Spouse and his children from the acquiring Member in accordance with the provisions of Section 3.C above.

In the event the Player is traded, claimed or assigned, the acquiring Member shall have the right to decide how the Player shall travel to the new Home Territory (by airline or by car, if the Player wants his car in the new Home Territory). In the event the Member directs airline travel, the Member must subsequently arrange for a mutually satisfactory cost-effective plan to have the Player's automobile and personal effects delivered from the Home Territory to the new Home Territory. The Member shall permit, and reimburse the Player for costs, to return to his previous Home Territory to transport his car, Spouse, family, and personal effects to the new Home Territory. At the Member's option, if it is more cost effective to have the Player's car shipped, the Member may so elect. These costs shall be documented and calculated by and in accordance with Section 3.C above. The reimbursement by the Member to the Player shall be paid within seven (7) days of receipt of the documentation. The Player will make every reasonable effort to report to the acquiring Member on the

timetable set by the acquiring Member.

Section 5. Lodging

The Member shall provide to each Player on the Active Roster, Reserve, or Injured Reserve during the Season, a minimum form of lodging as follows:

(1) Each Player without Spouse shall be entitled to his own furnished bedroom in a furnished apartment; or

(2) Each Player and Spouse shall be entitled to a furnished apartment or residence of his own.

A. **Furnished Apartment Utilities, Required Furnishings, and Initial Supply Provision.**

Furnished apartments shall include paid electricity, water, sewer, gas, trash, recycling (where available), basic cable or streaming television, internet, and access to a washer and dryer. At a minimum, furnishings shall include: in the bedroom, bed, dresser, and nightstand; in the living room, couch, chair, coffee table, and lamps or overhead lighting; in the kitchen, table and chairs, refrigerator, stove, microwave, and coffee maker; and adequate lighting in all rooms. At a minimum, the following supplies shall be provided at the beginning of the Season for each housing unit: bed and bath linens, cookware and cutlery, toiletries, and cleaning supplies to maintain a clean and healthy domicile provided on a per unit basis, including a vacuum cleaner, a broom and dustpan, a mop, bucket, and toilet brush. The Members are not responsible for replenishing supplies throughout the Season.

B. **Per Diem for Motel.**

A Player shall receive one-half (1/2) of the current Season's per diem for each day spent in a motel in the Member's Home Territory.

C. **Vacating Premises.**

A Player and a married Player's family shall vacate lodging, as follows:

(1) Upon Release, the Player and, if married, his family shall have three (3) days to vacate the lodging, unless other arrangements are made between the Member and the Player.

(2) Upon recall, a Player shall either vacate the lodging within three (3) days or shall make arrangements with a third party to assemble, pack and store his personal property in the lodging or some other suitable location, as

directed by the Member.

(3) A married Player who is recalled shall have a maximum of twenty-four (24) days from his recall to cause his family to vacate the lodging. Subject to this cap, when the length of the recall is determined by the League issuing the recall to exceed twenty-one (21) days, the Player shall be obligated to cause his family to vacate the lodging within three (3) days from such determination, unless other arrangements are made between the Member and the Player. The Player, Member, League and the PHPA shall use their best efforts to cause the league issuing the recall to determine the length of the recall as soon as possible.

D. Member Responsibility for Expense.

The expense of such lodging shall be the responsibility of the Member and shall continue for a seven (7) day period beyond the End of the Season. A Player shall not be required to sign or guarantee a lease for lodging at any time, apart from approved year-round lodging when the landlord would be reimbursed for rent by the Member during the Season. If the Member requires the Player to stay beyond seven (7) days as provided in Section 3.D, lodging and the current Season's per diem shall be provided until the date of departure.

E. Player Lodging Standards, Mortgage Payments, and Off-Season Housing Prohibition.

All Players are entitled to adequate and similar lodging. Any mortgage payments made by a Member on behalf of a Player shall reasonably conform to the rental lodging provided to other Players in the Member's Home Territory. Except as provided in Section 2 of this Article, mortgage payments shall continue only during the Season while the Player is on the Active Roster, Reserve, or Injured Reserve and shall be made directly to the Mortgagee. No Member may provide any Player or Spouse Off-Season lodging. This prohibition includes lodging provided free or on a trade basis. Should married Players with school-aged children want to move in or out of Member provided housing outside of the time frame outlined in Section 5.D, the Player must arrange to do so with the Landlord and the Player will be responsible for the payment of rent and utilities for the period outside the responsibility of the Member. Upon request from the Player, Member shall provide the Player with contact information of the Landlord.

F. Housing Walk-Throughs, Condition Documentation, and Damage Reimbursement.

For all Players living in Member-provided lodging, upon arrival in the Home Territory, the Player and the Member shall do a walk-through and agree on the

condition of the premises and record same on the Walk-through Checklist, Appendix G. A walk-through shall be done at the End of the Season or upon a Player's trade, Waiver, Release or the conclusion of surgery and/or rehabilitation. Any damage shall be noted on the Walk-through Checklist and a copy shall be signed and retained by the Member and the Player. Any damages noted and the value thereof, agreed to by the Player, shall be subject to reimbursement by the Player or deduction from the Player's paycheck.

G. Post-Season Housing for Surgery and/or Rehabilitation in the Home Territory.

If a Member requires an injured Player to remain in the Home Territory for surgery and/or rehabilitation after the End of the Season and the Player's Regular Season lodging is no longer available, the Member shall provide lodging of the same standard provided to Players during the Playing Season, unless the Player's Domicile resides within the Home Territory.

H. Player Lodging Location Requirements and Commuting Responsibility.

Lodging for the Players must be located within the Member's Home Territory. If a Player chooses not to utilize Member lodging, the Player shall be solely responsible for commuting costs.

I. League Approval of Lodging

All lodging under this Section is subject to the approval of the League.

Article IX. LICENSING/MARKETING

Section 1. Definitions

"Active Use" means the use of a Player and/or a Player's Likeness in a manner that requires the Player's participation, cooperation, or direct involvement. Active Use includes, without limitation, photo or video shoots, social media promotions, and any other materials or activities that require the Player to perform services. Active Use may occur in connection with both Promotional Appearances and Commercial Appearances.

"Biometric Data" shall mean data or information relating to a Player's physical, physiological, biological, and/or behavioral characteristics that can be used to uniquely identify or authenticate a Player, including, but not limited to, heart rate, heart rate variability, skin temperature, respiratory rate, blood oxygen, hydration, lactate, and glucose levels, and any derivative information of the foregoing. For clarity, Biometric Data excludes Performance Data, Player stats, or visual/physical

attributes easily observable during gameplay or public appearances.

“Broadcast” means the transmission, distribution, display, exhibition, streaming, simulcasting, webcasting, telecasting, or other communication or dissemination of all or any part of a League game (live or recorded), including any related content such as pre-game and post-game highlights, replays, analysis, and behind-the-scenes footage shown during the game telecast, to the public or any segment thereof, by any means or medium now known or hereafter devised. This includes, without limitation, distribution via over-the-air television, cable, satellite, IPTV, radio, internet (including social media platforms, websites, apps, and streaming services), over-the-top (OTT), mobile networks, in-venue screens, closed-circuit systems, digital signage, and any other platform or device capable of receiving or transmitting audiovisual or audio content. For clarity, Broadcast shall also include interactive broadcasts, immersive media (e.g., virtual or augmented reality), and any derivative or adapted formats developed in the future.

“Commercial Appearance” is any appearance by a Player in which the appearance (whether Passive Use or Active Use) helps promote, advertise, or otherwise directly endorse a commercial affiliate or commercial enterprise. Commercial Appearances can include but are not limited to a Player appearing in an advertisement, a Player attending the place of business upon the request of the third party (that has been authorized to make the request by the League or a Member), the League, and/or a Member, or a Player posting something on social media on behalf of/to promote a third party. For clarity a Commercial Appearance shall not include any Passive Use of a Player where the Player’s appearance or inclusion of a Player in a commercial, broadcast, or promotional segment results from the Player’s on-field or in-game performance (e.g., “Dunkin Donuts’ Play of the Game,”), rather than from the Player being specifically selected for any purpose or engaged to endorse, promote, or represent a product, service, or sponsor (a “Specific Based Appearance”). Further, a Commercial Appearance shall not include content where a Sponsor attached to a post could be interchanged with another sponsor (e.g. a Member posting a highlight of Players for their favorite donut if it is brought to you by Chevrolet) unless the content is specific to that sponsor (e.g. a Member posting a highlight of Players for their favorite donut if it is presented by Dunkin Donuts). For clarity, A Player’s appearance on a radio or television program for the purpose of promoting the Member or the game of hockey shall not be deemed a Commercial Appearance merely because the program is supported by advertisers or sponsors, provided that the Player’s participation is not used to promote or endorse any specific sponsor, product, or service, and provided such third party does not use, in any means, any of the content on its own platforms or otherwise.

“Group Player Rights” means the collective right to use the Likeness of three (3) or more Players in connection with their Member uniform/logo on Licensed Merchandise, in connection with a Sponsorship, for Promotional Rights, and on/in a

Broadcast, in which no single Player is given substantially greater prominence than other Players.

“Likeness” means a Player’s: (i) name, nickname, initials; (ii) autograph/signature or facsimile; (iii) voice; (iv) photograph, portrait, video, digital, or animated image or performance (whether such photograph, portrait, video, digital, or animated image is still, motion, video, digital, or any other medium now known or hereafter devised or developed); (v) identifiable features, marks, characteristics, and/or attributes or any colorable imitation or adaptation thereof, including height, body markings (to the extent they have rights therein), actions, and celebrations; (vi) likeness, including by or through any form of animation or digital likeness; (vii) biographical data, to the extent proprietary; and/or (viii) other right of publicity characteristics other than Performance Data and Biometric Data.

“Licensed Merchandise” means any and all consumer goods or commercial products—including trading cards, video games, digital assets, apparel, jerseys, collectibles (including NFTs), toys, and other physical or virtual merchandise—on or in which the Likeness of a Player or group of Players is depicted, incorporated, or otherwise used. For certainty, Licensed Merchandise excludes:

- (1) Game-worn or autographed items; or
- (2) Any consumer goods or commercial products that do not feature in any manner any Player’s Likeness.

“Passive Use” means the use of a Player’s Likeness in a manner that does not require the Player to take any action or participate in the creation, production, or appearance. Passive Use includes, without limitation, the reproduction or display of a Player’s Likeness on trading cards, posters, Member or League promotional materials, video game avatars, or archival footage. Passive Use may occur in connection with Promotional Appearances, Commercial Appearances, in a Sponsorship, and/or on Licensed Merchandise.

“Performance Data” means data related to a Player’s physical performance and movement. This includes, but is not limited to: distance skated, shot velocity, endurance, strength, reaction time, accuracy, routes, agility, acceleration, deceleration, change of direction, and any derivative information thereof.

“Promotional Appearance” is any public or community appearance by a Player the primary purpose of which is to promote the League, a Member, a Member’s games, and/or the sport of hockey, and which is not a Commercial Appearance. Promotional Appearances may include youth organizational visits, school visits, charitable appearances, public service or other community service event appearances. For clarity, an appearance at a youth organizational visit, school visit, charitable

appearance, public service event, hospital visit, or other community service activity shall not be deemed a Commercial Appearance solely because the event is presented by, associated with, or hosted by an entity provided that neither the Player's participation nor the event itself is used to explicitly promote or endorse that entity, its products, or its services. The incidental presence of an entity's name, branding, or signage at the location of such appearance shall not alter its characterization as a Promotional Appearance. Such an entity may not use footage, photos, or content from such appearances for its own purposes, including but not limited to non-endorsement community-relations, public-service, or goodwill purposes.

"Promotional Rights": The League and Members shall have the right to display, use, and/or otherwise disseminate, by any means or media now known or hereafter developed, the Likeness of any or all Players, individually or collectively, to promote, market, or advertise any or all of the League, the Members, or any ECHL game and/or the sport of hockey, provided there is no third party mark (i.e. any logo or other identifying mark of any entity other than the League and/or a Member on such material). Notwithstanding the foregoing, the PHPA acknowledges that there may be a third party's mark on a patch on a Member jersey, or on a rink board advertisement, that is incidental to a Promotional Appearance and that appears on that jersey, rinkboard, etc. in the normal course of the season for the Member or League, and that such appearance shall not, provided such mark or marks are in no way the focus or mentioned as part of the appearance, or the promotion of the appearance, and provided all other restrictions, limitations, and regulations set out in Promotional Appearances or otherwise in this Agreement are adhered to, be deemed a violation of the Promotional Rights granted herein.

"Right of Publicity" means a Player's (i) Likeness; (ii) Performance Data; and (iii) Biometric Data.

"Sponsorship" shall mean any and all advertising, marketing, or other promotion of any third party's products (not including the League or the Members), services or brand, in or on any and all forms, media, platforms and other means (now known or hereafter developed).

Section 2. License to the League/Members

The PHPA licenses to the League and/or Members the right to use Group Player Rights for the following purposes:

- (1) On a non-exclusive basis: Licensed Merchandise to the Members to be used solely in their respective Home Territory. For certainty, the League shall have no right to use Group Player Rights in/on Licensed Merchandise except for EA Sports through July 31, 2027;

(2) On a non-exclusive basis: Sponsorships to the Members to be used solely in their respective Home Territory. For certainty, the League shall no right to use Group Player Rights in connection with/on Sponsorships except the League shall have Sponsorship Rights in the broadcast/streaming category and League equipment provider categories;

(3) Promotional Rights to the Members and the League; and

(4) Broadcast to the Members and the League. For clarity, the PHPA will license the right for any content captured at a Promotional Appearance to appear in a Broadcast. To the extent those rights are not otherwise owned by the League and/or Members, the worldwide, perpetual, irrevocable, exclusive, royalty-free, fully paid-up, transferable, and sublicensable license to broadcast, transmit, stream, rebroadcast, exhibit, perform, display, reproduce, record, store, edit, adapt, translate, synchronize, distribute, market, promote, sublicense, and otherwise exploit the Broadcast, in whole or in part, by any means and in any media now known or hereafter devised.

(5) The League shall be responsible for enforcing the Home Territory rights of Members as it pertains to using Group Player Rights in licensing and Sponsorships excluding digital media.

Section 3. Licensing Fee

In consideration for the rights granted herein, the League shall pay the following annual licensing fee to the PHPA:

Year	License Fee
2025-26	\$4,000.00 per Member
2026-27	\$5,000.00 per Member
2027-28	\$5,500.00 per Member
2028-29	\$6,000.00 per Member
2029-30	\$6,500.00 per Member

All Licensing Fees shall be payable in two (2) equal installments on January 1 and April 1 of each Season.

Section 4. Promotional Rights and Appearances

During each Year, the League or a Member may require each Player to participate in Promotional Appearances. No Promotional Appearance can be more than two (2) hours and thirty minutes in length inclusive of travel time. The length of travel time for the Promotional Appearance shall not exceed one (1) hour in each direction (two (2) hours total). The League and/or the Member shall reimburse the Player for meals

and travel and any other reasonable costs incurred subject to the reimbursement requirements (i.e. receipts uploaded to the portal), for participating in a Promotional Appearance. A Promotional Appearance shall not take place on a game day other than a post-game skate or post-game meet-and-greet/autograph session, in which each Player (which for certainty can be a Player on Reserve or Injured Reserve provided such Player is able to participate and within the vicinity of the arena on game day) shall be required to participate in no more than six (6) of these events on a game day over the course of a Season. Players on Reserve shall make Promotional Appearances on gamedays if requested by the Member. Players on Injured Reserve shall make Promotional Appearances on gamedays at the Player's discretion. Players must be notified, which may be by a general notification to all of the Players, a minimum of three (3) days prior to any Promotional Appearance unless a Player was notified and confirmed for such Promotional Appearance and for reasons beyond his control (e.g. got traded, injured, called up) can no longer attend such Promotional Appearance, then the Member/League can substitute such Player on less than three (3) days prior notice.

The League and Members shall use good faith efforts to use all Players on a Roster throughout the course of the Year. No Player shall be obligated to do more than three (3) Promotional Appearances until at least fifteen (15) other Players have done at least one (1) Promotional Appearance (this ratio shall hold at all times (i.e. no Player can be required to do more than 6 until at least 15 other Players have done at least 2). Notwithstanding the foregoing, any Player may voluntarily agree to participate in additional Promotional Appearances beyond the limits set forth above, and such voluntary participation shall not be deemed a violation of this allocation framework or give rise to any obligation for other Players to do the same.

Section 5. Commercial Rights and Appearances

Neither the League nor any Member can obligate any Player to participate in any Commercial Appearance. For greater clarity, a Player may always decline to participate in any Commercial Appearance. For each Commercial Appearance requested by a Member and approved in advance by the League, the Member shall compensate the player at a rate of \$40/hour in Year 1, \$45/hour in Year 2, \$50/hour in Years 3, 4, and 5. Each Player shall be limited to a maximum of four (4) Member-requested Commercial Appearances per month; provided that, no Player shall exceed four (4) hours per month. Submission of each proposed Commercial Appearance must be made to the League in advance and shall be subject to League approval, not to be unreasonably withheld. If the League disapproves a submission the Player shall not do the appearance. The foregoing Member limitations shall not apply to Commercial Appearances requested by or on behalf of the League. The League shall have no restriction on the number of Commercial Appearances for which it may compensate Players, provided that Player participation remains voluntary.

If a Player participates in a Commercial Appearance that has been arranged, facilitated, and/or approved by the Member or the League, and such appearance is made for fair market value consideration, then any compensation received by the Player (whether paid by the Member, the League, and/or the third party directly) in connection with such appearance shall not be deemed to constitute salary, bonus, or any other form of compensation for purposes of the Member's Salary Cap, provided that (i) the appearance is bona fide, (ii) the compensation reflects the fair market value for such services, and (iii) the arrangement is not used as a means to circumvent the Salary Cap.

For certainty, Players shall be entitled to do any commercial appearances such Player chooses that are not arranged, facilitated, and/or approved by the Member or the League.

Section 6. Sponsorships

With respect to the use of Group Player Rights by or in association with any Sponsorship, no Player shall be used in any advertisement, marketing materials, or other promotion if: (i) such Sponsor conflicts with a Player's ethical, moral, or religious beliefs; and/or (ii) if a Player has a bona fide agreement (or in good faith is negotiating an agreement) with a competitor of such Sponsor.

For purposes of this Agreement, a Player may decline participation in a Sponsorship on the grounds of an ethical, moral, or religious objection only if:

(1) Established Belief System – The objection is grounded in a sincerely held religious belief or a clearly articulated ethical or moral code that is central to the Player's identity or practice, and not merely a matter of personal taste or preference;

(2) Direct Endorsement Requirement – The Sponsorship would require the Player to personally promote, advocate for, or appear to endorse the product, service, or brand (e.g., by wearing branded apparel, delivering a scripted message, or appearing in an advertisement explicitly tied to the sponsor);

(3) Material Conflict – The product, service, or brand directly conflicts with the Player's belief system (e.g., alcohol, gambling, tobacco, cannabis, or other products commonly recognized as objectionable on religious or ethical grounds);

(4) Notice Requirement – The Player/PHPA provides written notice of the objection to the League, Member, and PHPA within the PHPA's approval timeframe for such use, as set out herein. within twenty-four (24) hours of

being notified of the Sponsorship. Failure to provide timely notice shall constitute a waiver of objection; and

(5) Good Faith Standard – Any objection is subject to good faith resolution between the League, Member, and PHPA. If disputed, the matter shall be referred to grievance.

Section 7. Wearables and Data Utilization

The parties will develop guidelines on the use of wearable technology (and any other means to capture Performance and Biometric Data), including:

(1) Whether and if so in what form wearables can be placed on Players and when they must wear them;

(2) Parameters around what Performance Data and what Biometric Data can be collected; who has access to such Data; how such Data can be used by the League and Members for health monitoring or otherwise; what, if any Data can be made public on an individual or aggregate basis; and

(3) Whether Performance Data can be commercialized, and if so, what revenue split will there be, what protections will be in place to publicize such Data. Biometric Data cannot be commercialized in any manner.

Notwithstanding the Parties' agreement to develop guidelines regarding wearable technology and the collection and use of Biometric Data, the League and its Members shall retain the right to utilize wearable devices and any resulting Performance Data and Biometric Data for internal purposes by medical personnel relating to health monitoring, injury prevention, diagnosis, treatment, and return-to-play determinations. The use of wearable technology for medical evaluation and player-care purposes shall be permitted at all times, subject to any jointly developed privacy, access, and data-security protocols. Nothing in this Section shall be construed to limit a Member's medical staff's ability to collect or use such Data as necessary to fulfill its medical, training, and performance-management responsibilities to Players.

Section 8. Approvals

All products, advertisements, marketing material, or other promotional material for any Sponsorship, Licensed Merchandise, and/or use in Promotional Rights that use the Likeness of Players and/or Group Player Rights must be approved in advance by the PHPA ("Player Marketing Materials").

The League, Member, and/or authorized licensee shall provide such Player Marketing

Materials to the PHPA, and the PHPA shall have three (3) business days to approve such use or provide comments on any required changes. The process will continue with any revisions until final approval has been obtained. If the PHPA does not respond within three (3) business days, then the League, Member and/or authorized licensee shall resubmit the Player Marketing Materials via email to two individuals at the PHPA (the PHPA will provide the names of those two (2) individuals, subject to change, to the League and the Members). If after two (2) days of the second submission the Player Marketing Materials have not been approved or disapproved, then such product shall be deemed approved.

The logo of the PHPA and all relevant legal language shall appear on all Licensed Merchandise and Sponsorships (not including digital media) that contain both a Likeness and the League logo.

Notwithstanding the foregoing, the League/Members shall not be required to submit for approval any materials incorporating any Player Likeness that are posted solely on a League, Member, or Broadcast partner's official social media account or other digital channels, including but not limited to websites or OTT channels, even if there is a generic Sponsor attached to the post, provided the post is not Sponsor specific in nature/in the content (e.g. the PHPA does not need to approve a Member posting a highlight for the goal of the game brought to you by Dunkin Donuts, but a social posting where a Member asks players for their favorite donut brought to you by Dunkin Donuts, needs to be approved). For clarity, no approval shall be necessary with a piece of content if a Sponsor attached to a post could be interchanged with another sponsor and such Sponsor is not related in any way to that content (e.g. the PHPA does not need to approve a Member posting a highlight of Players for their favorite donut if it is brought to you by Chevrolet, but they are asking Players about their favorite car, then it needs to be approved (even if one could argue such Sponsor could be interchanged)).

Furthermore, the League/Members can submit to the PHPA template materials for pre-approval, which the PHPA will approve or reject per the guidelines set out above, if applicable.

Section 9. Other Terms

Any use of Group Player Rights shall feature all utilized Players in substantially equal prominence. For purposes hereof, "substantially equal prominence" shall mean that no individual Player will be featured with substantially more prominence relative to the other Players. Should the PHPA conclude that the Players are not being shown in "substantially equal prominence", the PHPA shall reject such materials pursuant to the approval process above. If the League and/or Member still wishes to use the Player in such fashion, it shall enter into a Commercial

Appearances agreement with such Player.

The parties acknowledge that the Players own the rights to their Right of Publicity and Biometric Data, the PHPA owns the Group Player Rights, and the League owns the rights to their Broadcast and marks, including, but not limited to, the League logo and Member logos.

Any Player shall always have the right to identify themselves as a member of any Member such Player played for in the League, however, no Player shall have the right to use the League or Member marks without permission and approval from the appropriate rights holder.

No Biometric Data shall be utilized by non-medical personnel without the PHPA and the League agreeing to how it will be collected, who will have access to the data, how the data will be secured, and other relevant considerations.

Any use of Players (Passive or Active) in a behind the scenes type broadcast event (e.g. Hard Knocks, 24/7) shall require the League and/or Member to consult with the PHPA in advance of filming and the implementation of reasonable conditions on the use of Players. Such consultation may include discussion of how and when Players can be filmed out of the scope of employment and how to address family involvement.

For clarity, this provision shall not apply to filming, recording, or use of footage obtained in the normal course of a Player's employment with the League or a Member, including but not limited to games, practices, training sessions, team travel, or other standard League/Member activities, unless it is being used for content as per the above.

The PHPA shall be given a reasonable opportunity to provide input on proposed filming conditions, but final decisions regarding content, filming, and release shall rest with the producers of the event. Players and their family members may individually consent (or decline) to participate in specific off-ice or family-related filming, with such consent managed directly between the producers and the Player or family member, after the PHPA has had an opportunity to ask such Player and confirm his desire for his personal living space and/or family member(s) to be included.

Except as set forth below, the League and Members shall retain all proceeds on the sale of any game used and/or Player signed merchandise that is sold (whether by auction, at retail, or by any other means. No Player shall be required to sign merchandise, and any signing of merchandise by a Player for a Member, the League, or a partner of a Member or the League shall be entirely voluntary and without compensation. Neither the League nor the Members shall be required to seek or obtain PHPA approval prior to selling any such merchandise.

Section 10. Sublicense to Booster Clubs.

Each Member has the authority to license Player Likenesses to sanctioned booster clubs in groups of three (3) or more for the production of products using Player Likenesses to generate revenue for the operation of the booster club. This license is solely for the projects and purposes approved by the League and the PHPA. Approval by the League and the PHPA shall not be given if the project and purposes are in competition with League or PHPA programs.

Section 11. Player Marketing / Promotional Services

Fees paid directly to a Player by an independent third party under a written agreement filed with the Member, League, and PHPA for marketing/promotional services (which shall not employ the logo, trademarks, copyright or other intellectual property of the League or the PHPA without the respective entity's written permission) shall not be included as Salary for purposes of calculating the Salary Cap as provided in Article VII. Members may not assist third parties in their dealings with Players for any marketing and/or endorsement services. Members that assist in third party transactions with Players are in violation of the Salary Cap and subject to League sanctions.

Section 12. PHPA Member Program Advertisement

Each Member shall provide the PHPA complimentary advertising space within its game programs or Member yearbooks, if the Member offers the programs or yearbooks. The space allotted for advertising by the PHPA shall be no less than eight inches (8") by four inches (4"). The artwork shall be provided by the PHPA in an acceptable format to the League for distribution to each Member, subject to the pre-approval by the League. The advertisement will be used to promote and market the PHPA, its products, and jointly licensed products. The League shall provide the PHPA with the advertisement specifications.

Section 13. Notice Signage

The League and Members shall place signage in all arenas requiring the authorization of photographers and the enforcement of Members' rights to their logos and the Players' rights to their likenesses. The signage is subject to the pre-approval of the League, and is to be posted in or near the media room in the format attached as Appendix I. The PHPA and the League agree to split all costs of producing and forwarding such signage to the Members.

Section 14. Player Likeness Use Authorization

The League recognizes that, pursuant to certain written agreements known as the

Group Licensing Authorization Form, Appendix J, certain Players have granted or will grant to the PHPA the exclusive right to use, license and sublicense the use of such Player's name, nickname, signature, facsimile signature, picture, biographical sketch, playing record and likeness in groups of three (3) or more Players across the League. The League hereby agrees that neither it, nor any Member shall acquire, or induce others to acquire, or assist others in acquiring group Player licensing rights, or interfere in any manner with any Player's conveyance pursuant to the Group Licensing Authorization Form.

Article X. HOCKEY OPERATIONS

Section 1. Veteran Rule

Each Member shall be limited to four (4) Veterans on its Active Roster and Reserve during each year of the Term. The PHPA will be consulted in the event of a review.

Section 2. Designation of Player Assistant Coach

Each Member may designate one Player as the Player assistant coach during the Season, but such designation shall be at no additional compensation or benefits except as provided herein.

Section 3. Reserve System

A. Reservation of Rights

(1) Each Member reserves the Rights to all Players on its Protected List during the Season and until 11:59PM Eastern Time on June 22.

(2) Members may reserve Rights to Qualified Players as provided in this Article. A Member shall only be entitled to reserve Rights to a maximum of eight (8) Qualified Players. Of these eight (8) Qualified Players, a Qualifying Offer may not be made to a Player that has played in more than one hundred and ninety (190) games in Recognized Professional Hockey Leagues.

(3) A Season Ending Roster shall be finalized by each Member and shall be submitted to the League and the PHPA on or before 11:59 P.M. Eastern Time on June 22 following the End of the Season. Except as otherwise provided, no Player on a Member's Season Ending Roster shall be traded by a Member after June 22 at 11:59 P.M. Eastern Time. At this time, all trades from the previous Season, including trades for future considerations, shall be considered final.

B. Qualifying Offers

(1) A Member secures Rights to a Qualified Player when the Member extends to that Player a Qualifying Offer in the form attached hereto as Appendix C that is received by the Player no later than 11:59 P.M. Eastern Time on July 7 following the End of the Season. The Qualifying Offer shall be sent via email by the Member to the Player's last known email address with a copy emailed to the League, the PHPA, and to the Player's agent of record, if any has been filed by the Player with the Member. However, failure of the Member to e-mail a copy of the Qualifying Offer to the Player's agent shall not invalidate the Qualifying Offer. The Qualifying Offer must contain the following required terms:

a. With respect to a Player with thirty-nine (39) or fewer regular season professional games in any Recognized Professional Hockey League(s), the Qualifying Offer must be for no less than the Player's Previous Season's Average Weekly Salary;

b. With respect to a Player with forty (40) or more regular season professional games in any Recognized Professional Hockey League(s), the Qualifying Offer must be for no less than the Player's Previous Season's Average Weekly Salary plus five percent (5%); and

c. With respect to a Player who is a goaltender, with one hundred and eighty (180) or more regular season professional games in any Recognized Professional Hockey League(s), the Qualifying Offer must be for no less than the Player's Previous Season's Average Weekly Salary plus five percent (5%). In that goaltenders are not subject to the Veteran rule, such Player shall be entitled to become an Unrestricted Free Agent as provided in the CBA.

(2) The Qualifying Offer must remain open for acceptance until 11:59 P.M. Eastern Time on July 22 following the End of the Season. At that time, the Qualifying Offer becomes null and void. The Member may sign the Qualified Player at any Salary or may elect to take no further action. A Qualifying Offer, once signed by the Player, shall be irrevocable. During the term of the resulting SPC, the Player must be paid no less than the amount of the Qualifying Offer or be Released by the Member.

(3) While a Qualifying Offer is open for acceptance by a Qualified Player, a Member may not trade its Rights to the Qualified Player.

(4) Any Player on the Season Ending Roster who has not signed a Standard Player Contract or does not receive a Qualifying Offer shall be deemed an Unrestricted Free Agent as of 12:00 A.M. Eastern Time on July 8 following the End of the Season.

(5) A Member extending a valid Qualifying Offer to a Qualified Player shall retain the Rights to that Qualified Player for one playing Season until 11:59 P.M. Eastern Time on June 22 following the End of the Season unless that Qualified Player is signed by that Member to an SPC, is traded or Released. A Member retains the Rights to a Qualified Player who does not accept a Qualifying Offer for the next Season until 11:59 P.M. Eastern Time on June 22.

C. Eligibility to Receive Release Costs

A Player that receives a Qualifying Offer has a right to certain payments (“Release Costs”) as provided herein. To receive Release Costs, a Qualified Player must have received and accepted a Qualifying Offer, signed an SPC with a Member, and shall have all of the following:

- (1) been Released by a Member; and
- (2) complied with the terms of the SPC; and
- (3) timely reported to the Member’s Home Territory; and
- (4) not accepted employment with any other professional hockey team (excluding NHL/AHL recalls); and
- (5) not been suspended.

D. Payment of Release Costs.

Payment of Release Costs shall be the lesser of:

- (1) Twenty-one (21) days of Salary at the rate specified in the SPC if the Qualified Player is Released by the Member before the Member’s Opening Day Roster is set, or
- (2) The difference between the Salary actually paid to the Qualified Player and twenty-one (21) days of Salary at the rate specified in the SPC if the Qualified Player is Released by the Member after Member’s Opening Day Roster is set.

Section 4. Suspension of Operations

In the event a Member suspends operations for any reason during the Term, all Players on such Member’s Active Roster who are signed to an SPC shall be deemed

Unrestricted Free Agents as of the Date of Suspension of Business of a Member with the exception of Players used to fulfill outstanding future considerations for trades previously made by the Member. In the event the Date of Suspension of Business of a Member occurs during the Season, the Member shall continue to be liable to the Players for all obligations as provided herein and in the SPC until the Date of Suspension of Business of a Member. All Players not signed to an SPC by another Member shall be entitled to payment of expenses for return to his Domicile as provided in Article VIII. Section 3. If the League grants Voluntary Suspension to a Member, neither the League nor the Member shall incur any new obligation or responsibility under this CBA during the Voluntary Suspension. However, this provision shall not be interpreted to absolve the Member from any existing liability or responsibility that occurred or accrued prior to the grant of Voluntary Suspension by the League.

Section 5. Roster Changes

The ECHL and the PHPA recognize the need for proper filing of the ECHL Official Roster Change Form (attached hereto as Appendix B) and agree that the PHPA shall be notified within seventy-two (72) hours by email of all try-outs, SPC signings, Waivers, assignments by an NHL/AHL team, reassignments, suspensions, retirements, and SPC assignments. Such movement shall be confirmed by email to the PHPA of the ECHL Official Roster Change Form by the League.

Section 6. League Discipline of a Player

A. Appointment of Discipline Administrator.

The Commissioner shall appoint one or more League representatives (other than the Commissioner) to serve as the Discipline Administrator. The Discipline Administrator shall administer the disciplinary process and shall be responsible for reviewing on-ice actions by Players that may result in fines and/or suspensions.

B. Review by Discipline Administrator.

A preliminary review shall be made by the Discipline Administrator as soon as reasonably possible following the conclusion of the game in which the incident took place. In reviewing such incident, the Discipline Administrator may conduct a preliminary review of whatever information is available to it in making its determination of the facts and circumstances of an incident and providing its conclusion. This includes but is not limited to the following, if available: video footage, reports of on-ice officials, and written medical information from the Member concerning a Player involved in the incident in question.

C. Notice of Disciplinary Investigation

The League shall contemporaneously notify the Member and the PHPA when Player disciplinary reviews are initiated. The PHPA shall designate and provide an email address for notification of the disciplinary review.

D. PHPA Representation

The PHPA shall represent the Player during any Disciplinary Investigations unless the Player specifically opts out via written notice to both the PHPA and the League. Any interview of any Player (regardless of whether they are being investigated or simply interviewed) during any Disciplinary Investigations must include a PHPA representative unless the Player specifically opts out via written notice to both the PHPA and the League.

E. Disciplinary Action

The Discipline Administrator shall have the right to discipline Players for violation of the Rules or the SPC including fines up to and including One Thousand Dollars (\$1,000) and/or suspensions. For suspensions that the Discipline Administrator determines are deliberate attempts to injure, the Player shall forfeit one (1) day's Salary for each game missed due to the suspension.

Suspensions imposed by the Discipline Administrator shall be in general accord with prior decisions for like conduct. Notice of this decision shall be provided to the Executive Director of the PHPA, which notice shall include, at a minimum, a summary of the incident, the length of the suspension, and any applicable fine. While prior decisions may be instructive and will be given due consideration for purposes of consistency, the Discipline Administrator is not bound by prior decisions and retains full discretion to determine the appropriate discipline in each case based on the facts and circumstances presented.

Suspended Players shall be included in the Roster count while they are serving their suspension.

F. Right to Hearing

For any proposed suspension over three (3) games, the Player shall be entitled to a virtual hearing, at a minimum, and representation at such hearing. The hearing shall be scheduled no later than two (2) days after the incident giving rise to the proposed suspension.

G. Notice of Suspension

If a Player is fined or suspended by the League, the League shall immediately give

notice to the Member and the PHPA. Upon receipt of such notification, the Member shall immediately give written notice to the Player. Such notice shall state the amount of the fine and/or duration of the suspension and the reason for the fine and/or suspension.

H. Right to Appeal

If a Player is suspended for more than three (3) games, the Player may appeal to the Commissioner within forty-eight (48) hours of releasing the decision. Should the PHPA disagree with the Commissioner's ruling on the appeal, the PHPA may file a grievance. All disciplinary appeals by the Commissioner shall be resolved within 7 days of the Discipline Administrator imposing the initial suspension.

All suspensions for over three (3) games shall toll the suspension upon the PHPA appealing the suspension.

All matters shall be resolved within seven (7) days of the ECHL imposing the initial suspension.

I. Changes to Procedural Scheduling

Should a scheduling need for a disciplinary matter arise that does not meet these parameters, the ECHL shall seek the advice and consent of the PHPA, which shall not be unreasonably withheld.

Section 7. Member Discipline of a Player.

A. Notice to Player and PHPA.

In the event a Player is fined/suspended by a Member and remains on the Active Roster, the Member shall immediately give written notice to the Player and the PHPA. Such notice shall state the amount of the fine and/or the duration of suspension and the reason for the fine and/or suspension.

B. Suspended Players Removed from Active Roster: Return-to-Play Restrictions, Transactions, and Free Agency/Rights Consequences.

In the event a Player is suspended by the Member and is removed from the Active Roster during the suspension, the Player may not return to play for the Member issuing the suspension for a period of forty-five (45) days from removal from the Active Roster. A suspended Player who has been removed from the Active Roster during the suspension by a Member may be removed from suspension at any time to be traded or waived. If a Player leaves the Member or fails to report after a suspension, trade, or claim off Waivers, before the Deadline the Player must notify

the Member, in writing, that he intends to play. The Member must then trade or waive the Player on or before the Deadline or reinstate him on the last day of the Deadline. After written notification from the Player that he intends to play and by the Deadline or three (3) days after receipt by the Member of the notice of the intention to play from the Player, whichever is later, the Member must add the Player to its Active Roster, trade, Release, or waive the Player. If the Member does not add the Player to its Active Roster, trade, or waive the Player, the Player shall become an Unrestricted Free Agent. If a Player leaves the Member or fails to report after a suspension, trade, Release, or claim off Waivers and does not notify the Member in writing that he intends to play before the Deadline, the Member shall retain the rights to the Player through and until the End of the Season.

C. Active Roster Requirement After Trade or Waiver Claim; Refusal to Report and Reinstatement.

Under the Playing Rules, a Player claimed off Waivers or acquired in a trade, must be added to the Active Roster within 72 hours of the trade or Waiver claim. In the event a Player refuses to report and is subsequently suspended by the Member, the Member may lift the suspension and add the Player to the Active Roster, provided the Player has notified the Member, in writing, of his intention to play within 72 hours of the trade or waiver claim.

Section 8. Scheduling

A. Initial Schedule

When the League circulates the draft Regular Season Schedule to Members for comment, it shall also provide a copy to the PHPA and encourage Members to consult their Player Representatives. The League shall provide the Members and the PHPA with an equal period of time to review and provide feedback on the proposed Regular Season Schedule, which shall be no fewer than seven (7) days. If a Member or the PHPA proposes any modifications within the aforementioned timeframe, the League shall consider incorporating such modifications into the final Regular Season Schedule if they are reasonable and feasible. While both Members and the PHPA may propose changes, the final Regular Season Schedule shall be determined by the League in its sole and absolute discretion, provided it complies with the terms of the CBA.

B. Mandatory Day Off

Except as otherwise provided herein, each Member shall provide its Players one (1) “Mandatory Day Off” every week of the Regular Season as determined by each Member. For purposes of this provision, a “week” shall mean the period beginning at 12:00 a.m. local time on Sunday and ending at 11:59 p.m. local time on Saturday.

Each Mandatory Day Off shall commence at 12:00 a.m. local time. If a team is traveling and does not arrive at its Home Arena until after 12:00 a.m. local time on the Mandatory Day Off, then the Mandatory Day Off shall begin upon the team's arrival at its Home Arena or such other location designated as the final destination for the traveling Players. Should scheduling prohibit the Member from providing the Mandatory Day Off within the aforementioned seven (7) day period, the Executive Director of the PHPA shall be consulted for his approval. In no event shall more than nine (9) consecutive calendar days elapse without Players being provided a Day Off. Nothing herein shall be construed to limit a Member from providing additional days off to its Players beyond the Mandatory Day Off required herein.

If a change to the Regular Season Schedule occurs after initial release of the Regular Season Schedule, then the parties will meet to discuss a reasonable change to the Regular Season Schedule. If no other option exists, then the time for the Mandatory Day Off can be within 9 days.

C. Three-and-Three Days Off

Following the conclusion of a Member's third (3rd) consecutive game played over a three (3) day period, the immediately subsequent calendar day shall be a Day Off unless that day is required to travel home, in which case the Day Off shall begin upon the Members return to the Home Territory. Such Day Off may be designated and credited as the one (1) Mandatory Day Off per week to which Players are entitled pursuant to this provision. The requirement to provide a Day Off following three (3) games in three (3) consecutive days shall not apply to the 2025-26 Season in instances where it is not feasible due to an existing game schedule. Notwithstanding the foregoing, in all instances in which a Member plays three (3) games over three (3) consecutive days, the Member shall provide Players with at least one (1) calendar day occurring within seven (7) days following such period during which no mandatory physical activities may be scheduled, including on-ice team activities or required gym workouts. Such day shall not be designated or credited as the Mandatory Day Off required pursuant to this provision. During such day, non-physical activities such as team meetings, video review, or travel to a game may be scheduled, and Players may engage in voluntary on-ice or off-ice workouts or skating at their own discretion.

D. No Limit on Days Off

Nothing herein shall be construed to limit a Member from providing additional days off to its Players beyond the Mandatory Day Off required herein.

E. Conventional Game Start Time

Unless otherwise agreed by the League and PHPA, all Regular Season games shall start no earlier than 10:00 a.m. and no later than 8:30 p.m. local time. If a game is

scheduled at a time other than a Conventional Game Start Time, the Member must provide a hotel in the host city the preceding night.

A. Start of Playoffs.

The League shall allow three (3) days between the end of the Regular Season and the start of the Playoffs. If this is not possible due to an arena conflict, fewer days may be allowed subject to agreement between the Commissioner and the Executive Director.

B. Scheduling Changes

Should a scheduling need arise during the Regular Season that (1) does not comply with the parameters set forth in this CBA or (2) requires a game to begin at a time that is not a Conventional Game Start Time, the League shall seek the advice and consent of the Executive Director of PHPA, which shall not be unreasonably withheld.

Section 9. Member Activities Schedule

Each Member shall post its team activities schedule for the month in the locker room by the first of each month.

Section 10. Game Day Travel

An overnight stay shall be required when the distance to be traveled one-way to a stand-alone game exceeds three hundred twenty-five (325) miles. The Member shall, whenever practical, for all other away games exceeding three hundred twenty-five (325) miles, either include a pre-game overnight stay or utilize a sleeper bus.

There shall be a 325-mile limit for travel between back-to-back games (i.e. games that occur on consecutive days) during the Regular Season, with the exception that each Member shall be permitted to travel up to 400 miles for back-to-back games up to two (2) times per Regular Season. There shall be no limit on Playoff travel.

If Players participate in a back-to-back that includes more than 250 miles of travel, the Member shall provide at least one (1) calendar day within seven (7) days after the back-to-back on which no mandatory physical activity may be required (including team on-ice sessions or required gym workouts). This day shall not count as the Mandatory Day Off required under this Agreement.

On that day, the Member may schedule non-physical obligations such as meetings, video review, or travel. Players may skate, work out, or train voluntarily at their own discretion.

A Member shall not be required to provide more than one (1) such non-physical activity day in any seven (7) day period, even if the qualifying travel occurs during a 3-in-3.

A subcommittee to address travel requirements shall be created within the Joint Health & Safety Committee.

Section 11. Career Development

In the event a Member receives an executed try-out agreement from an affiliated AHL/NHL team, the Player shall be allowed to report to that team subject to the provisions of the SPC. The Player shall notify the Member of his assignment or recall prior to departure.

Article XI. HEALTH AND WELFARE TRUST

Section 1. Trust Contribution

During the Coverage Period, there shall be eight (8) equal contributions by each Member to the Trust in the monthly amount and total, as follows:

Year	Monthly Contribution	Total Contribution
2025-26	\$7,187.00	\$57,496.00
2026-27	\$7,250.00	\$58,000.00
2027-28	\$7,395.00	\$59,160.00
2028-29	\$7,542.90	\$60,343.20
2029-30	\$7,693.76	\$61,550.08

The above contributions are based upon an estimate of twenty (20) roster spots per Member. The Trust reserves the right to invoice a Member who, on average, exceeds twenty (20) roster spots over the course of a Season on a prorated basis. Such invoice shall be based upon reconciliation by the Trust at the End of the Season.

The eight monthly contributions are payable on the first day of each month from October through May of each Season. On October 20th of each Season during the Term each Member will contribute Five Hundred Dollars (\$500) to the Surplus Fund Account for the benefit of the Trust.

The use of the Surplus Fund Account shall be governed by the Trustees of the Trust. In the event the League conducts an All-Star Game and the PHPA requests, the League will donate one set of home and one set of away jerseys used in the All-Star Game for each Season during the Term to be sold in a manner agreed upon by the PHPA and the League, and the net proceeds will be contributed to the Trust.

The Trust shall pay to the PHPA the sum of forty cents (\$0.40) per Player each year of the CBA as an administration expense for the operation of the Health & Welfare Plan. A portion of this administrative expense shall be utilized by the PHPA to employ a qualified Plan Administrator to determine the eligibility of any and all claimants according to the terms and conditions of this Agreement, and to assist in processing Health & Welfare claims.

The contributions by each Member provided in this Article shall be the maximum contributions required to be made by each Member to the Trust during the Coverage Period. The Trustees shall conform the Trust to limit the contribution to be made by each of the Members as hereinabove described. The Trustees will endeavor to purchase the best available coverage, benefits and duration based upon available premiums each year during the Term.

Section 2. Eligibility

During the Coverage Period each Season, each Player on an Active Roster, Reserve, or Injured Reserve shall be eligible to receive off-ice health insurance coverage, subject to the terms and conditions of the Trust. All Players on an Active Roster, Reserve, or Injured Reserve at the End of the Season shall continue to be eligible to receive off-ice health coverage until the conclusion of the Coverage Period. If a Player is Released by a Member, the Player shall have the right to continue his off-ice insurance coverage at his own expense, as provided by law.

Any Member's liability for any off-ice insurance coverage shall immediately cease on the day a Player is called up by an NHL/AHL team, and any such off-ice insurance shall immediately resume upon the Player's reassignment to the Member by the NHL/AHL team, regardless of the Player being added to the Member's Active Roster, Reserve, or Injured Reserve.

The League shall make best efforts to ensure that physicians provided by Members shall participate in the health and welfare plan adopted by the Trustees of the Trust and, where possible, provide such services on a discount or trade basis.

The PHPA shall use best efforts to encourage Players to utilize physicians participating in the health and welfare plan adopted by the Trustees of the Trust.

Section 3. Dental Care

A Member shall provide at a minimum one check-up per year, that may include x-rays where required, and cleaning with a dentist for each Player, Spouse, and all children, subject to a twenty-five dollar (\$25) co-pay for each person. A check-up shall occur within the Member's Home Territory at the Member's approved dentist unless otherwise agreed to in writing between the Player and the Member.

Section 4. Financial Reporting, Insurance Procurement, and Asset Governance

A. Annual Audited Financial Statement.

An audited financial statement of the PHPA/ECHL Health & Welfare Trust by an independent and accredited accounting firm shall be provided to the League and the PHPA within one hundred twenty (120) days from the end of the Trust's fiscal year.

B. Trustee Review and Selection of Off-Ice Health Insurance Coverage.

All proposals outlining the off-ice health insurance coverage shall be reviewed by the Trustees of the Trust. In soliciting proposals, the Trustees will request that the broker obtain no fewer than three bona fide bids from insurance companies. The Trustees shall select the best-qualified bid, and approval by the Trustees shall be in writing executed by both Trustees of the Trust.

The Trustees shall obtain from the PHPA and the League such information as may be pertinent and useful in obtaining competitive bids in order to be able to select the best-qualified bid.

C. Surplus.

In the event the annual financial statements of the Trust describe a surplus, such funds shall remain the property of the Trust, as required by law and provided in the Trust.

D. Trust Assets Separate and Distinct.

Trust assets shall remain separate and distinct and shall be held under the terms of the Trust.

Section 5. COBRA Continuation Coverage

If an eligible Player elects COBRA continuation coverage under the Health & Welfare Plan and returns to a Member in the immediately following Season, the Player shall be eligible for reimbursement of COBRA premium payments incurred during the period beginning on the date the Player signs a Qualifying Offer or Standard Player Contract ("SPC") and ending on the start date of the immediately following Regular Season (the "Reimbursement Period"), provided that:

- (1) the Player was on a Member's roster for at least the final thirty (30) days of the preceding Season; and

(2) the Player is on a Member's roster for at least thirty (30) days during the immediately following Season.

Reimbursement shall be payable only after the Player satisfies the thirty (30) day roster requirement in the immediately following Season and submits appropriate documentation and receipts. (Example: If a Player signs a Qualifying Offer or SPC on August 18 and the Regular Season begins on October 18, the Player may be eligible for reimbursement of COBRA premiums for the two (2) month period from August 18 through October 18, payable after the Player completes thirty (30) days on a Member's roster during the subsequent Season.)

Section 6. Disputes Settled Under Article XIII.

Any dispute relating to this Article shall be settled in accordance with Article XIII. and shall not be subject to any economic weapons, including lock-outs and/or strikes.

Article XII. JOINT HEALTH AND SAFETY COMMITTEE

Section 1. Purpose.

The Committee shall serve as a joint advisory body that provides recommendations to the League and the PHPA regarding all issues related to Player health and the safety of the playing environment.

Section 2. Committee Composition and Co-Chairs.

The League and the PHPA shall each appoint four (4) voting members. Non-voting ex officio members may be appointed as mutually agreed. Each party shall designate a Co-Chair.

Section 3. Consensus and Voting Procedures.

The Committee shall strive to reach consensus in its recommendations. If consensus cannot be achieved, recommendations shall be determined by majority vote.

Section 4. Meeting Frequency, Format, and Reporting Requirements.

The Committee shall meet at least twice per year in person. Additional virtual meetings may be held as needed at the request of either the ECHL or the PHPA to deal with emergency issues. All subcommittees and working groups shall meet prior to the Joint Health & Safety Committee meetings and shall provide a report for presentation and consideration at the Joint Health & Safety Committee meeting. The Committee shall have additional meetings as the Co-Chairs unanimously determine is appropriate, but in no event less than twice per Regular Season. The Co-Chairs can

unanimously agree to change any meeting from in person to virtual attendance.

Section 5. Committee Scope and Subcommittee Authority.

The Joint Health and Safety Committee shall discuss facility standards, player housing, player meals, and/or physical testing. Beginning January 1, 2027, either Co-Chair may act to establish one or more (up to four (4)) subcommittees to address facility standards, player housing, player meals, and/or physical testing. Pursuant to Article X., Section 10, one such subcommittee shall pertain to travel standards.

Notwithstanding the unilateral ability of a Co-Chair to establish the foregoing subcommittee(s), the Co-Chairs may establish subcommittees and working groups as they determine to be beneficial to the Committee in formulating its recommendations. Standing subcommittees may be formed to address recurrent or long-term issues. Working groups shall be formed on an ad hoc basis and typically with a finite term to address a focused issue. Standing subcommittees and working groups shall have a specific mandate to be articulated at the time of their formation by the Committee. Through this Agreement, the ECHL and the PHPA do hereby establish a joint subcommittee to study and make recommendations with respect to standards for protective equipment utilized by the Players, which working group shall be formed under the auspices of, and shall work in conjunction with, the Committee. The subcommittee(s) shall provide recommendations to the Committee. Each subcommittee shall have equal representation from the PHPA and the League unless the Co-Chairs agree otherwise.

Section 6. League Authority Reserved; No Waiver of Rights.

This Article does not limit the League's authority to act on matters within the Committee's scope, even if such matters were not presented to the Committee, provided such actions are not inconsistent with the CBA or any joint recommendations adopted by both the League and the PHPA. This provision does not waive either the ECHL's or the PHPA's rights and obligations under this CBA or applicable law.

Section 7. Access to Anonymous Player Injury Data.

The Committee shall be provided with all data related to Player injuries on anonymous basis. This data shall also be made available to subcommittees and working groups established by this Committee.

Article XIII. FINAL AND BINDING ARBITRATION

Any dispute, controversy, claim or disagreement (1) arising out of or relating to this

CBA; (2) arising out of or relating to the SPC or Addendum, if any, or any alleged breach thereof; (3) arising out of or relating to any term or condition of a Player's employment; (4) arising out of or relating to the PHPA; and/or (5) arising out of or relating to a Player and any Member and/or the League, shall be submitted to final and binding arbitration pursuant to the procedure set forth herein.

Section 1. Demand for Arbitration

A. Initiation.

A grievance may be initiated by the League or the PHPA only.

B. Statute of Limitations.

A grievance shall be initiated (i) within ninety (90) days from the date of the occurrence or non-occurrence of the event upon which the grievance is based, or (ii) within ninety (90) days from the date on which the facts of the matter became known or reasonably should have been known to the party initiating the grievance, or (iii) within thirty (30) days of the End of the Season for a grievance involving fraud, or (iv) within thirty (30) days of the End of the Season for a grievance where the Commissioner and the Executive Director agree to hear the claim after the Season (each side shall use best efforts to notify the other of the intended grievance), whichever is later. A Player need not be under contract to a Member at the time a grievance relating to him arises or at the time such grievance is initiated or processed.

C. Service.

A party shall initiate a grievance by filing a written notice by email or fax with the other party. The notice shall specify the alleged action or inaction giving rise to the grievance.

D. Collegiality / Non-retaliation.

Players, coaches and general managers are encouraged in the event of any problems, grievances, questions, suggestions or concerns to discuss them. Furthermore, Players will not experience retaliation as a result of utilizing the Final and Binding Arbitration or discussing issues with higher management.

E. PHPA Representation

The PHPA shall represent the Player during grievance investigations unless the Player opts out via written notice to both the PHPA and the League.

Section 2. Answer

A party served with a grievance shall respond in writing within fourteen (14) days. The response must include admissions or denials and, if denying, specify the grounds for denial.

Section 3. Process with Arbitrator

A. Submission.

Unless otherwise resolved, withdrawn, or the time period is extended by mutual agreement, all matters will be submitted by the Commissioner and the Executive Director, or their designees, within twenty-one (21) days of receipt of any answer.

B. Selection of Arbitrator.

The League and the PHPA shall annually review and agree on a list of six (6) arbitrators. Either party may reject any proposed arbitrator for any reason or no reason. The process shall continue until mutual agreement on the list is reached.

C. Appointment of Arbitrator

Appointment of the arbitrator shall be on a rotating basis beginning with the first panel arbitrator. This rotation procedure can be changed if both parties agree to the selection of a particular neutral arbitrator for a particular dispute. If the parties cannot agree on the designation of the arbitrator, the dispute will be submitted for arbitration to the American Arbitration Association under its Labor rules and procedures.

Section 4. Procedural Rules for Hearing

The arbitrator shall have the authority to determine the procedural rules of arbitration and to make such binding orders to act effectively.

The record shall be closed at the end of the hearing unless the arbitrator orders to the contrary. If post-hearing briefs are permitted in a given case, they shall be filed within ten (10) days of the close of the hearing unless the parties agree to a different filing schedule.

All hearings shall be concluded no later than twelve (12) months after the date the grievance was filed, subject to Article XIII. Section 6.

Section 5. Arbitrator's Decision and Award

The arbitrator will issue a written decision no later than thirty (30) days of the close of the record. The decision of the arbitrator will constitute full, final and complete disposition of the grievance, as the case may be, and will be binding upon the Players

and Members involved and the parties to this CBA; provided, however, that the arbitrator will not have the authority to add to, subtract from, or alter in any way the provisions of this CBA or any SPC or Addendum.

Section 6. Time Limits

The time limits set forth in this Article may be extended by the parties to the grievance by mutual agreement.

Section 7. Costs

Except as determined by the arbitrator, all hearing costs of arbitration, including the fees and expenses of the arbitrator, will be borne equally between the parties.

Section 8. Payment

If an award is made by the arbitrator, or a settlement is reached between the parties, payment will be made within thirty (30) days of the award or the settlement agreement. The time limit for payment may be extended by mutual consent of the parties or by a finding of good cause for the extension by the arbitrator.

Article XIV. PLAYER'S RIGHT TO MEDICAL CARE AND TREATMENT

Each Member shall provide its Players with health care appropriate to their needs as elite professional hockey players, including timely access to health care professionals.

Section 1. Athletic Trainers

A. Number and Qualifications.

Each Member shall make available a minimum of one (1) full-time Athletic Trainer and shall have its Athletic Trainer in attendance at each game played by the Member and at all Member practices. The ECHL shall ensure that evidence of NATABOC certifications for all Athletic Trainers are received by the PHPA by September 15. In addition, each Member will utilize its best efforts to ensure that its Athletic Trainer has at a minimum the supplies delineated in Appendix K, available in the Member's locker room.

B. Records for Injuries and Treatments.

Each Member shall maintain records and notes detailing for each Player any injuries reported by a Player to the Athletic Trainer and any treatment rendered by the Athletic Trainer together with any diagnostic tests, imaging studies, evaluation notes, reports and/or results supplied to the Member by any physician concerning each injured Player.

Section 2. Second Medical Opinion

A. Right to Second Opinion.

A Player shall have the right to obtain a second medical opinion from a medical professional of his choice (the “Second Opinion Physician”) concerning any diagnosis made or course of treatment prescribed by the Member’s medical staff (“First Opinion”). Prior to obtaining such second opinion, the Player shall notify the Member via the portal system of the name and contact information of the Second Opinion Physician and a general description of the medical issue to be reviewed. The Player shall use a medical professional that has been recommended by Fairly Group or approved by the Member.

B. Exit Physical.

After completion of an Exit Physical, a Player that believes he may be injured and requires a medical opinion from a Second Opinion Physician must inform the Member, the League, and the PHPA by email by no later than 3:00 pm ET the day following the notice of Waiver to the Player. If a Player is going to seek a second medical opinion, the Player will make best efforts to schedule the appointment for a second medical opinion within three (3) business days after receipt of the First Opinion. The Player shall schedule the first available appointment and request to be placed on a waiting list for any earlier openings resulting from cancellations. The Player shall use a medical professional that has been recommended by Fairly Group or approved by the Member.

C. Responsibility for Cost.

The Member shall be responsible for fronting the costs of the Second Medical Opinion which has been pre-approved by the Fairly Group or the Member.

D. Medical Records.

The Player shall be responsible for providing the Second Opinion Physician with the Player’s medical records through the Athlete RMS (or its replacement).

E. Treatment Protocol.

Following receipt of the Second Opinion Physician’s report, the Player shall promptly provide a copy to the Member. Any resulting treatment shall be administered by the Member’s designated medical staff, unless otherwise mutually agreed in writing by the Player and the Member.

F. Third Physician Resolution.

In the event of a disagreement between the First Opinion and the Second Opinion Physician concerning the Player's course of treatment, and the parties are unable to resolve the dispute, a third physician (the "Third Physician") shall be selected by mutual agreement of the Player and the Member within three (3) business days of notification of the conflict. The sole role of the Third Physician shall be to determine which of the two proposed courses of treatment is more appropriate for the Player. The Member shall be responsible for payment of the reasonable costs associated with the medical opinion provided by the Third Physician. The determination of the Third Physician shall be binding on both the Player and the Member, absent a showing of improper interference in the process.

G. Continuation of Injury Benefits.

In the event the Member's physician determines that the Player is not injured or is otherwise medically able to perform the services required under his Standard Player Contract ("SPC"), but the Player asserts that he is injured and unable to perform such services, the Member shall continue to provide the benefits required under Paragraph 7 of the SPC ("Injury Benefits") the Player is entitled to a second medical opinion. To continue receiving Injury Benefits, the Player will make best efforts to schedule the appointment for a second medical opinion within three (3) business days after receipt of the initial diagnosis from the Member's medical staff. The Player shall schedule the first available appointment and request to be placed on a waiting list for any earlier openings resulting from cancellations. The Member shall continue providing Injury Benefits during this period. If a Third Physician is consulted due to a disagreement between the Firsts Opinion and the Second Opinion Physician, the Member shall continue providing Injury Benefits only if the Third Physician concurs with the opinion of the Second Opinion Physician that the Player is injured and unable to perform the services required under the SPC. If either the Second Opinion Physician or the Third Physician concurs that the Player is medically able to perform, the Player shall not be entitled to continued Injury Benefits beyond the date of the medical opinion concurring that the Player is medically able to perform.

H. Waiver for Noncompliance.

If either the Player or the Member fails to timely comply with any of the requirements set forth in this Section, absent a showing of good cause, such non-complying party shall be deemed to have waived any further proceedings under this Section.

Section 3. Right to Medical Records

The League shall provide access to the existing electronic medical record system, which is Athlete RMS (or its replacement), that allows Players to view and obtain the

Player's medical records and medical information utilizing an individual username and password via an online portal login. Players shall email the Player's last athletic therapist to request the username and password, which shall be provided within as soon as practical, but no later than seventy-two (72) hours from receipt of the request.

Article XV. WORKERS' COMPENSATION

Section 1. Workers' Compensation as Required by Law

Workers' Compensation shall be provided by each Member for its Players as required by law. If the State in which the Home Territory is located does not require Workers' Compensation coverage for Players, the Member must provide similar insurance as is required by the State for other employees. If no such standard is mandated by State law, the League will mandate insurance coverage to be maintained by the Member for its Players. Except for the requirements of Article VIII. Section 5.D, Players must look exclusively to the Workers' Compensation insurance benefits for Off-Season compensation for injury.

Section 2. Medical Forms and Waiver of Medical Privilege

All Players shall complete all medical forms as required by the Member. Players shall disclose on the medical forms, to the best of his knowledge and belief, accurate and complete medical information that could impair his performance. Players shall permit medical staff contracted by the Member to perform a personal medical examination. Players shall permit medical staff to disclose medical information to the Member that could impair his performance. Member shall perform both entry and exit physicals and both shall be signed by the Player.

Section 3. Exit Physical before Player Leaves Home Territory

Each Player must complete an Exit Physical examination before leaving the Home Territory, including but not limited to trade, waiver, release, or the End of Season. A Player shall receive the Exit Physical form and must sign if the Player is in agreement and note any objections on the Exit Physical form. If the Player believes he may be injured and requires a second medical opinion, the Player shall follow the provisions for a second medical opinion in Article XIV. Section 2.

A Player's travel home money and final paycheck will be held until the Player completes the Exit Physical.

If a Player completes the Exit Physical and the Member physician recommends treatment, but the Player leaves the Home Territory without completing the recommended treatment, travel home money and a final paycheck may be held until the treatment is completed.

A Member shall notify the League and the PHPA within 10 days if a Player leaves the Home Territory before completing the (i) Exit Physical or (ii) completion of any treatment prescribed.

Section 4. Injury Report by a Former Player

With respect to a former Player, to promote the timely reporting of injury to the League and the Member to permit the Member to address any ongoing medical issues that exist, the PHPA shall, report injury-related issues or concerns to the League, Workers' Compensation Administrator, or the Member in the form attached as Appendix O.

Section 5. Reporting of Player Injuries

To the extent a current or former Player shall seek guidance from attorneys, the PHPA and the ECHL shall recommend full reporting of the injury, which report shall include notifying the Member of the injury, to promote both medical care and a resolution of any other medical/legal issues over a reasonable time period. This is intended to provide not only timely medical care but to avoid unnecessary grievances, litigation, or administrative proceedings.

Article XVI. MISCELLANEOUS

Section 1. Player Fines

All Player fines collected by the League paid directly by Players shall be collected, subject to a fifteen percent (15%) administration fee to defer the cost of collection, and the balance shall be paid to the PHPA at the End of the Season. The PHPA will use these funds for the ECHL Players' Hardship Fund, which shall be co-managed by the Commissioner and the Executive Director. Such funds may be used to benefit current and/or former Players. The Benefits shall include, but not be limited to, Player counseling or specific hardship circumstances as may be deemed appropriate. Expenditures from this account require mutual agreement of the League and PHPA.

Section 2. Holiday Break

No games, practices, travel or promotions of any type shall be scheduled during the Holiday period as follows:

2025-26 – December 22 to December 25 – 4 Days

2026-27 – December 21 to December 25 – 5 Days

2027-28 – December 22 to December 26 – 5 Days; Travel may be required on December 26.

2028-29 – December 24 to December 28 – 5 Days; Travel may be required on December 28.

2029-30 – December 23 to December 27 – 5 Days; Travel may be required on December 27.

If a Regular Season away game is scheduled for the day immediately following the Holiday Break, an away Player may, at his option and expense, make his own travel arrangements provided he demonstrates reasonable efforts to report timely to the away venue. For purposes of this Section, a Player shall be deemed to have reported timely if he arrives at the venue at the later of (i) two and one half (2½) hours prior to puck drop or (ii) the arrival time of the team-chartered transportation at the venue. For avoidance of doubt, all team-related activities scheduled on December 26 prior to 11:00 a.m. local time (including meetings, travel, and any other team obligations) shall be voluntary; however, any Player who elects not to participate in such voluntary travel remains responsible for reporting timely to the venue in accordance with this Section.

The Holiday Break shall count as only one (1) of the mandatory weekly days off, regardless of the total number of days included in the break.

The Member shall not utilize the Holiday Break to transport the Player back to the prior Member for the Player to obtain his belongings.

Provided further, when a Member returns from an away game or completes a home game just prior to the Holiday break, at least seventy-two (72) hours shall pass before having to either travel to or attend appearances, promotions, practice, or to play the next Regular Season game. The League will make best efforts to schedule games with the nearest Member the day preceding and following the above dates.

Section 3. Mid-Season Break

The League shall schedule a Mid-Season Break between the third week of January and the second week of February each Season. The break shall span Monday through Thursday of the selected week. Travel may occur on either Monday or Thursday, such that there is 72-hour break with no Member obligations. The League may schedule its All-Star Game at any time and would not be required to play the All-Star Game over the Mid-Season Break, as long as the Mid-Season Break is still provided. The entire Mid-Season Break shall count as only one Day Off.

The Member shall not utilize the Mid-Season Break to transport the Player back to the prior Member for the Player to obtain his belongings.

The Mid-Season Break shall count as only one (1) of the mandatory weekly days off, regardless of the total number of days included in the break.

Section 4. PHPA Meetings

The PHPA may hold meetings with the Players of each Member during training camp and the Regular Season, provided the arrangements for each meeting have been approved by the Member involved and that no such meetings shall interfere with the training, practice, or operation of the Member. Such approval shall not be unreasonably withheld. The Members agree to allow the Player Representative, as elected by the Players, and his alternates from each Member to attend two (2) official meetings of the PHPA each year, provided such meetings are not in conflict with any Regular Season or Playoff game.

The Members agree to allow the Player Representative to schedule two (2) meetings per year with representatives of the PHPA in the Member or visiting Member dressing room either before or after a scheduled skate or practice. It is further provided that the Player Representative or the PHPA representative shall give the General Manager or Coach of the Member at least one (1) week's notice of the proposed meeting date.

Section 5. Transportation

Reimbursement for transportation (such as a taxi or a van) by a Player for booster club-sanctioned events, or Member required events including practice, games, worker's compensation medical care, or travel to/from the airport shall be pre-approved by the Member. In a bona fide emergency situation where prior approval is not reasonably possible, reimbursement shall be made to the Player.

Section 6. Employee Leasing

The League may use an employee leasing company and payroll service for payment of Salary to the Players and staff. Upon request, the employee leasing company and payroll service shall timely provide any necessary information to the PHPA. The use of an employee leasing company and payroll service by any Member and the League will not absolve or excuse that Member from any obligation created by this CBA or by the SPC. These provisions will not absolve the League or any Member for liability for improper collective actions which are not permitted by this CBA or by law.

Section 7. Membership Assistance Program

The League shall donate one (1) game worn Captain's jersey per Member per year by January 31st to the PHPA to help fund the Membership Assistance Program. The PHPA may sell these jerseys with the proceeds being deposited to the Health and Welfare Trust.

Section 8. Career Enhancement Program

During each year of the CBA the League shall contribute the following amounts to further the PHPA Career Enhancement Program. The contribution will be paid on or

before November 1 of each Season and will be used solely for the purpose of educating Players. The PHPA will provide to the League an annual recap of the Players and kind of assistance given.

Year	Career Enhancement Fee
2025-26	\$1,500.00 per Member
2026-27	\$2,000.00 per Member
2027-28	\$2,500.00 per Member
2028-29	\$3,000.00 per Member
2029-30	\$3,500.00 per Member

Section 9. Drug Testing / Education / Sanctions

Drug testing, education and sanctions are issues that involve ongoing study. The ECHL and PHPA will continue to work jointly to educate and inform Players of the dangers of illegal drugs, including performance-enhancing drugs. The PHPA will maintain and distribute a list of banned substances in the National Hockey League and the American Hockey League. The PHPA administers a Player assistance program providing 24/7/365 counseling to confidentially assist a Player and the Player's family. In the event that a Player is suspended under the drug testing program of the NHL/AHL, the League shall honor that suspension with no reimbursement during the suspension made to the NHL/AHL team. In the event the Player was released from an AHL PTO, the Member shall retain the Player's rights but honor the suspension and shall not pay Salary during the suspension but may pay for housing.

Section 10. Executive Director on Rules Committee

The PHPA Executive Director shall be a non-voting member on the Rules Committee of the ECHL.

Section 11. Equipment

It is the responsibility of the Member to provide each Player with all equipment, including skates, necessary and appropriate for professional hockey. Equipment shall be fit for its intended use at a professional level and provide for the safety and wellbeing of each Player. Equipment shall be timely replaced as necessary to ensure adherence to this provision.

A. Portal System for Requests.

The PHPA shall be responsible for the creation and maintenance of a portal system through which Players may request replacement equipment. The PHPA shall be responsible for creating the portal system. The League shall be responsible for implementation of the portal system (i.e. ensuring Member use of the portal system).

Members shall be required to utilize the portal system to process all equipment replacement requests. Requests shall be submitted by the Player, which requests shall cause the portal to send an email to the Member's equipment manager, the League, and the PHPA. Requests shall be approved or denied by the Member's equipment manager via the portal. All requests, approvals, and denials shall be sent to the PHPA and ECHL via the portal system. Each Member shall provide the PHPA with an email address for this system.

Notwithstanding the above, Players who have been on an Active Roster or Injured Reserve for sixty (60) or more days during the Season, with the majority of time being spent on the Active Roster, who have not yet received a pair of skates, are entitled to at least one pair of skates provided by the Member.

B. Helmet Fit; Independent Helmet Option

(1) **Obligation to Provide Helmets.** The Member shall provide the Player with a selection of helmets in various models and sizes from its official equipment provider, for use in practices and games, in order to accommodate differing head shapes and fits.

(2) **Player Notice of Poor Fit.** If the Player concludes that none of the Member-supplied helmets properly fit (i.e., the Player experiences unacceptable looseness, pressure points, or instability when properly fitted), then the following shall apply:

(3) **Independent Helmet Selection.** The Player may select and use a helmet of his choice, provided that it meets the following conditions:

a. The helmet must appear on the Virginia Tech Hockey Helmet Ratings list (as published at <https://helmet.beam.vt.edu/hockey-helmet-ratings.html> or its successor) and must achieve a rating of at least "5 Stars").

b. The helmet must otherwise conform to the League's equipment rules (e.g., approved shell, face protection / visor / cage rules, etc.).

c. The Player must provide the Member and the League's Hockey Operations office with choice of helmet and confirmation (e.g., printed copy or screenshot) that the helmet meets the Virginia Tech requirement.

d. The Member shall be responsible for the full cost of purchasing such helmet, including replacement helmets as may

reasonably be required due to wear, damage, or League safety standards.

(4) **Review of Rating Changes.** If the Virginia Tech Hockey Helmet Ratings list is updated, the Player's helmet choice remains valid as long as the helmet continues to meet or exceed the required threshold on the latest list. If a helmet is downgraded below the threshold in a later version, the Member shall provide the Player with a replacement helmet that meets the applicable threshold, at the Member's expense.

(5) **No Waiver of Safety Standards.** The Player's choice always must satisfy all League and Member helmet policies.

C. Custom Sticks.

Each Member may, in its sole discretion, provide custom sticks to its Players.

D. PHPA and Player Feedback.

The League shall solicit Player and PHPA feedback each Season to evaluate and improve its equipment programs. The feedback shall be collected in a manner to ensure player anonymity from all parties. The League will make reasonable efforts to continually enhance the quality and effectiveness of each such program.

Section 12. Foreign Player Visa and Taxpayer Identification Assistance

The PHPA shall educate its members on obtaining visas and taxpayer identification numbers. Members shall assist Players with obtaining visas and taxpayer identification numbers.

A Member seeking to sign a foreign Player on an SPC shall assist that Player with obtaining an appropriate visa. If a P-1A visa is required, the Member shall take the appropriate steps for the Player to obtain the visa.

The Members shall also assist Players with obtaining their taxpayer identification number. The Member shall provide the Player with the following to assist the Player in obtaining their taxpayer identification number: a copy of the relevant SPC, additional evidence of employment if necessary to obtain a taxpayer identification number, and proof of employment and residency letter from the Member, the form of which is attached as Appendix Q. The Member shall also inform the Player of the address of the nearest Social Security Administration office. The PHPA shall make the SS-5 application form available on its website.

Section 13. PHPA Pre-Review and Approval of Player Forms.

Any form intended to be presented to a Player for signature by the League or any Member shall first be submitted to the PHPA for review no fewer than ten (10) days prior to its proposed presentation to the Player. If the PHPA raises any objections or concerns within the review period, the submission and implementation process for the form shall be suspended until such issues are resolved. If the PHPA reasonably requires additional time to complete its review, the League shall make appropriate scheduling accommodations. Absent a timely request for an extension, the form shall be deemed approved if no response is received from the PHPA within the ten (10) day review period. Forms issued by a Federal, State, Local, or Provincial Government to validate and fulfill employment shall not be required to be submitted by the League or any Member.

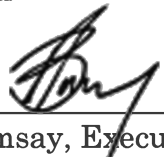
Section 14. Notices.

All notices required herein may be delivered by email to the proper email address. However, nothing herein shall prevent delivery by facsimile.

Article XVII. CONCLUSION

This CBA, together with the Appendices attached hereto, constitutes the entire understanding of the parties, oral or written, between the Members and the PHPA. All other agreements executed by or on behalf of the Member and the PHPA are merged into and superseded by this CBA and shall have no force and effect except as expressly provided herein. Further, no provision contained in this CBA or its terms shall be modified, altered, or amended except by express written consent of the parties hereto.

“PHPA”: Professional Hockey Players’ “ECHL” or “League”: ECHL Inc. Association

By: _____
Brian Ramsay, Executive Director

By: _____
Ryan Crelin, Commissioner

Date: July 9, 2026

Date: July 9, 2026

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APPENDIX A: STANDARD PLAYER CONTRACT

This Standard Player Contract ("SPC") is made and entered into as of the ____ day of _____ ("Execution Date"), by and between _____ ("Player") and _____ ("Member").

RECITALS:

1. The Member is a member of the ECHL Inc. (the "League" or the "ECHL"), a professional ice hockey league engaged in business throughout North America.
2. The Player represents and agrees that he is an individual who has special and unique knowledge, skill and ability as a professional ice hockey player.
3. The Member desires to employ the Player to play professional ice hockey pursuant to the terms and conditions of this SPC.
4. The Player desires to accept employment with the Member to play professional hockey pursuant to the terms and conditions of this SPC.
5. This SPC is subject to the terms and conditions of the Eighth Collective Bargaining Agreement executed by the PHPA and the League and made effective as of the 1st day of July 2021 ("CBA").

NOW, THEREFORE, in consideration of the mutual promises, premises and payments contained in this SPC, the Member and the Player agree as follows:

1. EMPLOYMENT AND SERVICES

- A. The Member employs Player as a skilled professional hockey player. The Player accepts such exclusive hockey employment with the Member. The Player further agrees not to play any other professional sport at any time during the Term of this SPC unless otherwise agreed in writing by the Member and the League.
- B. The Player agrees to give his best efforts and loyalty to the Member, and conduct himself on and off the ice according to the highest standards of honesty, morality, fair play and sportsmanship, and refrain from conduct detrimental to the best interest of the Member, the League or professional hockey generally.
- C. The Player will report promptly for and participate fully in the Member's official training camp, all Member meetings and practice sessions, and all exhibition, Regular Season and Playoff hockey games scheduled for or by the Member and the League.
- D. In partial consideration for the compensation set forth below, the Player

shall make public appearances at the request of the Member at reasonable times and places as the Member may desire.

- E. The Player understands and recognizes that he is competing with other Players for a position on the Member's Active Roster or Reserve within the applicable Player limits. If at any time, in the sole judgment of the Member, the Player's skill and performance has not been satisfactory as compared to that of the other Players competing for positions on the Member's Active Roster or Reserve, then the Member may Release the Player and immediately terminate this SPC and the payments provided for herein.
- F. In addition to the foregoing, the Member may, at any time, terminate this SPC if the Member's management, in its sole opinion, determines that any of the following conditions exist:
 - (1) The Player has failed, refused, or neglected to conform his personal conduct to standards of good citizenship, good moral character, or good sportsmanship;
 - (2) The Player has failed, refused, or neglected to keep himself in good physical condition or to obey the Member's training rules; or
 - (3) The Player has failed, refused, or neglected to render his services under this SPC or in any other manner has materially breached this SPC.
- G. All payments made under this SPC are in consideration of all the foregoing duties and obligations, including attendance at all medical and rehabilitation appointments as approved by the Member. This shall include, but not be limited to, payments made during a period of injury. Payments made during a period of injury are wages and not an advance payment of workers' compensation.

2. COLLECTIVE BARGAINING AGREEMENT

This SPC is subject to the terms and conditions set forth in the CBA. If there is any conflict between the SPC and the CBA, then the provisions of the CBA shall govern and supersede the conflicting provisions of the SPC.

3. TERM

The term of this SPC shall be from the later of the Execution Date or the commencement of the Season unless sooner terminated pursuant to the terms and conditions contained herein, but in no event shall it extend beyond the Member's last Regular Season or Playoff game, whichever is later ("Term"). For purposes of this SPC one (1) year means one Season rather than one calendar year.

4. COMPENSATION

- A. As compensation for services to be rendered by the Player pursuant to

this SPC, the Member shall pay the Player the following Salary:
\$_____per week.

- B. The Member shall pay the Salary in consecutive weekly or bi-weekly installments following the commencement of the first Regular Season game or following the date of reporting, whichever is later, through the termination of this SPC.
- C. Partial Salary Payment and Severance Payment.
 - (1) If a Player is terminated as specified in Paragraph 1(E) or 1 (F) of the SPC, the Player shall receive payment for each full week of service preceding the termination date which has not already been paid to the Player as of the date of termination. In addition, if the Player is terminated, he shall receive his pro-rata share of the days he was employed during the week in which the termination occurred.
 - (2) If a Player is terminated as specified in Paragraph 1(E) or 1 (F) of the SPC and has been on an Active Roster or Injured Reserve for a period of twenty- one (21) consecutive days during the Season, and the Player is not re-employed by a professional hockey team within fourteen (14) calendar days after the date of termination the Player shall receive Severance Payment.
 - (3) In the event a Player is claimed off Waivers by another Member and the Player declines employment at a Salary equal to or more than that paid at the time of Waiver, no Severance Payment shall be made. If a Player claimed off Waivers and (i) is not offered a SPC by the acquiring Member at a Salary equal to or more than that paid at the time of Waiver; or (ii) is signed and Waived by the acquiring Member; and (iii) the Player is not reemployed by a professional hockey team within fourteen (14) days; and (iv) such Player has been on an Active Roster or Injured Reserve for a period of twenty one (21) consecutive days during the Season, the Player shall be entitled to a Severance Payment from the acquiring Member.
 - (4) A Severance Payment shall not be made if a Player (i) requests retirement; (ii) notifies the Member, in writing, that he wants to be Released; or (iii) if a Player is on an Active Roster or on Injured Reserve at the End of the Season.
 - (5) "Severance Payment" shall mean payment equal to the Player's Salary as it existed on the date of termination for the lesser of fourteen (14) days or the number of days remaining in the Season. Such Severance Payment shall be made within seven (7) days following written notice from the Player to the Member that he was not reemployed by a professional hockey team for fourteen (14)

calendar days following the date of termination. The Player's written notice shall be delivered to the Member within twenty-eight (28) days following the date of termination.

- D. In addition to the Salary, the Member shall, at its expense, provide the Player with suitable lodging in the Member's home city during the Regular Season and during the period of any Playoff games in which the Member is participating, as provided in the CBA.
- E. For all travel to away games during the Regular Season and Playoffs, the Member shall provide the Player with travel and lodging, if necessary, and a daily per diem food allowance as provided in the CBA.
- F. During training camp, the Member shall provide the Player with lodging and meals on a daily basis as provided in the CBA.

5. PHYSICAL CONDITION

The Player represents and agrees that he will present himself in good physical condition at the start of training camp. The Player further represents and agrees that he will maintain himself in good physical condition during the Term of this SPC. The Player agrees to undergo a complete physical examination by the Member's physician upon request during which the Player agrees to make full and accurate disclosure to the best of his knowledge of any physical and/or mental conditions that might impair his performance under this SPC. The Player must permit the Member's medical personnel to discuss with the Member the Player's physical condition relative to his ability to play professional hockey. Upon the Player's request, the Member must disclose all of that Player's medical file.

6. PUBLICITY AND PROMOTION

- A. The Member recognizes that the Player owns exclusive rights to his individual personality, including his likeness. The Player recognizes that the League owns exclusive rights to its Member name, Member emblems, and Member logos and that the League licenses the use of to the Member, and that the Player wears these logos as a Player for the Member.
- B. The Player hereby grants to the Member and the League, during the Term of this SPC and thereafter, the right to permit or authorize any firm, person, or corporation registered with the League and the PHPA as more specifically provided in the CBA and as permitted by the PHPA on behalf of the Players to take and make use of any unaltered still photographs, motion pictures or electronic (including television) images of himself in uniform and agrees that thereafter all rights in such unaltered photographs, pictures and images (including the right to identify the Player by name) shall belong to the Member exclusively for the following: (i) use by the Member in telecasts, or any other media

presentation(s), film or video documentaries or features, the principal purpose and focus of which is on the Member or game of hockey and not the individual Player (but excluding advertisements or promotion of commercial products or services), (ii) use by the Member in game programs, website, digital and social media, yearbooks, magazines, and the like, the principal purpose and focus of which is on the Member or game of hockey and not the individual Player, and (iii) use by the media for reportorial purposes.

- C. The Member hereby grants to the Player during the Term, and thereafter, the right to use the name of the Member (but not the Member or League logos, emblem or uniform unless otherwise agreed) to identify himself, truthfully, as a Player of the Member, past or present.

7. INJURY

Unless this SPC specifically provides otherwise, if a Player is injured in the performance of his services under this SPC and promptly reports such injury to the Member's physician or trainer, then (i) the Player will receive such medical and hospital care during the term of this SPC as the Member's physician may deem necessary and (ii) the Player will continue to receive his weekly Salary and CBA benefits for the Season of injury only and for no subsequent period covered by this SPC, as the Player is physically unable to perform the services required of him by this SPC because of such injury. If Player's injury in the performance of his services under this SPC results in his death, the unpaid balance of his yearly Salary for the Season of injury will be paid to his stated beneficiary, or in the absence of a stated beneficiary, to his estate.

8. RULES AND REGULATIONS

The Member and the Player severally and mutually promise and agree herein to be legally bound by the League Agreements, a copy of which shall be open and available for inspection by the Member and the Player at the League and at the main office of the Member. The Member and the League each may, from time to time during the continuance of this SPC, establish rules, regulations, and guidelines governing the conduct and conditioning of the Player, and it is hereby recognized and agreed by the Player that such rules shall form part of this SPC as fully as if herein written. For violation of the League Agreements or any other rules of the League or the Member, the Player may be fined or suspended. When a Player is fined or suspended, the Player shall be given written notice, via the Player's Member, stating the amount of the fine and/or the duration of the suspension and the reason therefore.

9. DISPUTE RESOLUTION

Any dispute between the Player and Member involving the interpretation or application of any provision of the SPC will be submitted to final and binding arbitration in accordance with the terms of the CBA, and if expired, the provisions

hereof will continue to be applicable.

10. ASSIGNMENT OF STANDARD PLAYER CONTRACT

- A. The Player and the Member agree as follows: (i) that the Member shall have the right to sell, assign, exchange, and transfer the SPC, and the Player agrees to be bound by such sale, assignment, exchange, or transfer of the Player's services (any or all of the preceding events hereinafter referred to as a "SPC Assignment") to any other Member (the "Assignee Member"); (ii) that the Assignee Member shall honor the Salary stated in this SPC; and (iii) that the Player agrees to accept and be bound by such SPC Assignment and to perform faithfully and carry out the terms and conditions of this SPC with the same purpose and effect as if it had been entered into by the Player and the Assignee Member; provided, however that no such SPC Assignment shall be effective until the Player is paid by the Assignee Member the necessary travel expenses to report to the Assignee Member and until the Assignee Member agrees in writing to assume and perform all of the obligations and duties of the Member arising under or in connection with this SPC. If both of these conditions are not met within seventy-two (72) hours following the written SPC Assignment, the SPC Assignment shall become null and void.
- B. It is further mutually agreed that in the event of a SPC Assignment, the Member shall provide notice, delivered personally to the Player, advising the Player (i) of the name and address of the Assignee Member; (ii) of the requirement that the Player report to the Assignee Member in accordance with instructions from the Assignee Member but no later than seventy two (72) hours from receipt of the notice; (iii) of information regarding available travel arrangements to the Assignee Member. Immediately before or after notice to the Player, the Member and Assignee Member shall execute a trade form, and conference with the League for approval. Upon League approval, the League shall promptly advise the PHPA by email of the SPC Assignment.

11. CAREER DEVELOPMENT

Recall to an NHL/AHL Team Having an Affiliation with the Member.

- (1) If a Member has an affiliation agreement with an NHL/AHL team, a Player may be recalled on receipt by the Member of an executed try-out agreement. The Player shall be allowed to report to that team.
- (2) If a Player is signed to an NHL contract or a one-way AHL contract, the Player may report to the NHL/AHL team upon notification to the Member of his recall prior to departure.

12. ENTIRE AGREEMENT

This SPC, including any attachments to it, sets forth the entire agreement between Player and Member, and there are no oral or written inducements, promises or agreements except as attached and approved by the League in writing.

13. EXECUTION AND FILING REQUIREMENTS: BINDING EFFECT

- A. The Member and the Player shall each execute this SPC, the SPC Assignment, if any, and any Addendum.
- B. Beginning January 1, 2022, all Standard Player Contracts shall be executed by the Player and the Member using electronic signatures exclusively through the League's digital signature platform, utilizing the following process:
 - (1) The Member will input the necessary terms into the SPC template available on Adobe Sign.
 - (2) All SPC documents must be signed by the Player and, on behalf of the Member, (i) the Coach or General Manager, and (ii) the Governor, Alternate Governor, or designee. All signatures must be made and the SPC delivered to the League within twenty-four (24) hours of the first signature made or the SPC will automatically void. The SPC will be valid and binding upon the Player and the Member immediately upon execution, but is subject to League approval. Upon execution of the SPC, the SPC will be forwarded to the League for review. Within 3 business days of receipt, the League will approve the SPC, disapprove the SPC, or notify the Member and Player that the League is further investigating the SPC.
 - (3) Upon approval by the League, a copy of the fully executed, approved SPC will be emailed to the Member, Player, League, and PHPA. If the League has not given (i) notice of disapproval of the SPC, or (ii) notice of an extension of the period of investigation, the SPC shall be deemed to be approved within ten (10) business days of receipt by the League.
- C. The League shall have the right to disapprove this SPC on reasonable grounds, including, but not limited to, an attempt by the parties to abridge or impair the rights of any other Member, uncertainty or incompleteness of rights and obligations, or conflict between the terms of this SPC and the CBA or the League Agreements. Upon the receipt of notice of disapproval and termination, the Member and the Player will be relieved of their respective rights and obligations under this SPC.

- D. No SPC, SPC Assignment, or any Addendum hereto or thereto shall be effective until the same has been filed with and approved by the League. Once approved by the League, the SPC shall be binding on the Member, the Player, and any assignee. While the League does have a right of approval of this SPC, the League is not a party to this SPC and has no liability or responsibility for the payment to the Player of wages, reimbursement of expenses, or otherwise.
- E. This SPC is a legal document, which governs the respective rights and obligations of the Player and the Member during the Term of the SPC. The Player is urged to review carefully each provision of this SPC.

14. HEADINGS

The headings in this SPC are for purposes of reference only and shall not limit or otherwise affect the meaning thereof.

15. NOTICES

All notices that may be given in connection with this SPC shall be delivered personally, or mailed, postage prepaid by certified or registered mail to the Player's last known address as may be designated in writing from time to time.

16. DEFINITIONS

Unless otherwise specifically stated herein, the terms used in this SPC shall have the same meaning as those terms are defined in the CBA.

[Signature page follows.]

IN WITNESS WHEREOF, the parties have signed this ____ day of_____, 20_____.

Print Player Name: _____

Street Address: _____

City: _____ Prov/State: _____ Zip Code: _____

Telephone: (____)_____ - _____ Age: _____ Birthdate: ____/ ____/ _____

Email Address: _____

Player Signature: _____

Print G.M. Name: _____

G.M. Signature: _____

Print Governor Name: (Alternate or _____
Designee)

Governor Signature: (Alternate or
Designee)

Approved by League: _____

Date Approved: ____/ ____/ _____ Date SPC Received: ____/ ____/ _____

After execution of this SPC by the Player and the Member, it shall be emailed to the League. Upon approval, the League shall email a copy to the Member and the PHPA within two (2) business days.

APPENDIX B: ECHL OFFICIAL ROSTER CHANGE FORM

MEMBER

ADD ☐ DELETE ☐ _____
PLAYER NAME NO. POSITION

AS OF (DATE/TIME): _____
EFFECTIVE DATE TIME OF TRANSFER

DID PLAYER PRACTICE WITH YOUR CLUB? YES ☐ NO ☐

NOTE – FOR EACH DAY, THE MEMBER IS RESPONSIBLE (PAYMENT OR REIMBURSEMENT) FOR ALL PLAYERS WHO PRACTICE WITH THE MEMBER, ARE ADDED TO THE ROSTER BEFORE NOON, OR WHO ARE REMOVED FROM THE ROSTER AFTER NOON. WAIVED PLAYERS MUST BE PAID THROUGH DATE OF RELEASE, IRRESPECTIVE OF TIME OF RELEASE/PRACTICE INFO.

FOR ALL NEW PLAYERS ADDED TO YOUR ROSTER, A COMPLETED PLAYER BACKGROUND AND SIGNED SPC OR TRYOUT AGREEMENT MUST BE FAXED OR EMAILED WITH THIS FORM BEFORE PLAYING IN HIS FIRST GAME

ADDING A PLAYER (CHECK ONE)

____ ASSIGNED/RETURNED FROM NHL/AHL (LIST TEAM AND LEAGUE) _____
____ SIGNED ECHL SPC (ATTACH COPY OF SPC & P-1 VISA) TEAM
____ SIGNED TRYOUT AGREEMENT (ATTACH TRYOUT AGREEMENT)
____ ADDED TO TRAINING CAMP OR PLAYOFF ROSTER
____ CLAIMED OFF WAIVERS
____ ACTIVATED FROM RESERVE OR INJURED RESERVE _____
____ TEAM SUSPENSION LIFTED LEAGUE
____ RETURNED FROM BEREAVEMENT OR PLAYER LEAVE
____ TRADED FROM (LIST MEMBER)
____ ADDED AS EMERGENCY BACKUP GOALTENDER

DELETING A PLAYER (CHECK ONE)

____ RECALLED/LOANED TO NHL/AHL (LIST TEAM AND LEAGUE) _____
____ PLACED ON INJURED RESERVE (ATTACH IR FORM & DOCTOR'S NOTE) TEAM
____ PLACED ON RESERVE
____ SUSPENDED BY MEMBER (ATTACH SUSPENSION NOTICE)
____ TRADED TO (LIST MEMBER)
____ RELEASED OR WAIVED (ATTACH COPY OF EXIT PHYSICAL) _____
____ PLACED ON BEREAVEMENT OR PLAYER LEAVE LEAGUE
____ RETIRED (COMPLETE ECHL RETIREMENT FORM)
____ RELEASED AS EMERGENCY BACKUP GOALTENDER

____ WITH _____
(TYPE OF CONTRACT – NHL, AHL, ECHL, OR TRYOUT) TEAM

GM SIGNATURE

DATE

COACH /

***** YOU MUST COMPLETE THE INFORMATION BELOW WHEN ADDING A NEW PLAYER TO YOUR ROSTER *****

____ DATE OF BIRTH _____ HEIGHT _____ WEIGHT _____ SHOOTS/CATCHES _____ PLACE OF BIRTH _____

CITIZENSHIP

PREVIOUS CLUB/LEAGUE

*****FAX OR EMAIL COPY TO ECHL LEAGUE OFFICE*****

APPENDIX C: QUALIFYING OFFER

Must be received by Player no later than 11:59 p.m. ET on June 30 following the End of Season

To: Player's Name _____ Date: _____

Last known Email Address: _____

If no email, last known street address: _____

Member hereby offers to enter into an SPC with Player containing the following terms:

Upcoming Season: _____

Weekly Salary: \$ _____

If there are any additional terms they must be clearly specified in an Addendum which must be attached hereto and this box must be checked: ☐ This offer will remain open until 11:59 p.m. ET on July 16.

This is NOTICE that certain exclusive negotiation rights have been retained by the Member, as more specifically provided in the CBA, Article X.

If the foregoing terms are accepted by the Player, execution of this Qualifying Offer by the Player on or before 11:59 p.m. ET on July 16 will be deemed to constitute a binding SPC between the Member and the Player, which the Member and the Player agree to execute.

GOVERNOR,
ALTERNATE

GENERAL GOVERNOR,

MANAGER: _____ DESIGNEE: _____
(Print Name) (Print Name)

(Signature)

(Signature)

PLAYER'S ACCEPTANCE OF QUALIFYING OFFER

To: (Team Name) _____ Date: _____

(Address) _____

I hereby accept this Qualifying Offer, agree to its terms, and will email, fax or mail this Qualifying Offer to the Member on or before 11:59 p.m. ET July 16. I agree to execute an SPC conforming to these terms.

PLAYER: _____ SSN: _____

ADDRESS: _____ CITY: _____

STATE/PROVINCE: _____ TELEPHONE: _____ AGE: _____

PLAYER: _____
(Signature of Player)

After execution by the Player and the Member, the Member shall fax or email to the League

APPENDIX D: OFFER SHEET

TO: PLAYER'S NAME _____ DATE: _____

EMAIL _____

TO: MEMBER WITH RIGHTS _____

EMAIL _____

Offering Member hereby offers to enter into a SPC with Players containing the following terms:

Upcoming Season: _____

Weekly Salary: _____

If there are any additional terms they must be clearly specified in an Addendum, which must be attached hereto, and this box must be checked: ☐

Player and offering Member hereby accept and agree to the terms contained in the attached Offer Sheet and any Addendum. Execution of this Offer Sheet will be deemed to constitute a binding SPC between the Offering Member and Player, which Player and Offering Member agree to execute. This document must be signed by the Player and the Offering Member's General Manager and its Governor, Alternate Governor, or their Designee to be effective. A copy must be emailed to the Member With Rights, the League, and the PHPA upon execution. The Member With Rights shall have seven (7) days after the date it receives this Offer Sheet to exercise its Right to Match.

PLAYER: _____ SSN: _____

ADDRESS: _____ CITY: _____

STATE/PROVINCE: _____ TELEPHONE: _____ AGE: _____

PLAYER: _____

(Signature of Player)

OFFERING MEMBER:

GOVERNOR,
ALTERNATE GOVERNOR,
GENERAL MANAGER: _____

DESIGNEE: _____

(Print Name)

(Print Name)

(Signature)

(Signature)

APPENDIX E: NOTICE OF EXERCISE OF RIGHTS TO MATCH

TO: PLAYER'S NAME _____ DATE: _____

EMAIL _____

TO: MEMBER WITH RIGHTS _____

EMAIL _____

Member hereby accepts and matches the attached Offer Sheet dated _____ and any Addendum and agrees to such terms, Execution of this Notice of Exercise of Right to Match will be deemed to constitute a binding Standard Player Contract between Member and Player, which Member agrees to execute. This document must be signed by the General Manager and one of the Governor, Alternate Governor, or their Designee to be effective. A copy must be emailed to the League and the PHPA before the deadline.

GOVERNOR,
ALTERNATE GOVERNOR,
GENERAL MANAGER: _____

DESIGNEE:

(Print Name)

(Print Name)

(Signature)

(Signature)

APPENDIX F: PREVIOUS SEASON'S AVERAGE WEEKLY SALARY

Examples of Calculation

Example #1:

Player was on a SPC with a Member for the Regular Season at a Salary of \$700. The Player's Salary never changed during the Regular Season.

The Previous Season's Average Weekly Salary for the Player in this example is \$700. Example #2:

Player was signed to a SPC in the Regular Season with the Member on December 11, 2021, and then signed a new SPC with the Member during the Regular Season on March 5, 2022, as follows:

<u>Dates Player with Member</u>	<u># Days</u>	<u>Salary</u>
Dec. 11, 2021 – March 4, 2022	85 days	\$500
March 5, 2022 – April 3, 2022	<u>30 days</u>	\$600
Total # days on an SPC	115 days	

The calculation for the above example is as follows:

$$[(\$500 \times 85 \text{ days}) + (\$600 \times 30 \text{ days})] / 115 \text{ days} = \$526.09$$

The Previous Season's Average Weekly Salary for the Player in this example is \$526.09.

APPENDIX G: ECHL/PHPA WALK-THROUGH CHECKLIST

Players:

Apartment #:

Address:

	SATISFACTORY CONDITION ON ARRIVAL						SATISFACTORY CONDITION ON DEPARTURE						NOTES/COST OF REPAIR
	YES			NO			YES			NO			
LIVING ROOM													
Floors, Walls & Ceiling													
Window, Window Coverings & Drapes													
Light Fixtures													
Screens, Doors & Locks													
Closet													
Furniture (Lamps, Tables, Chairs, Sofa)													
Fireplace													
Television													
Other													
KITCHEN													
Floors, Walls & Ceiling													
Light Fixtures													
Cabinets & Counters													
Stove/Oven, Microwave													
Refrigerator													
Dishwasher													
Sink & Plumbing													
Windows, Screens & Doors													
Accessories													
Other													
DINING ROOM													
Floors, Walls & Ceiling													
Light Fixtures													
Windows, Screens & Doors													
Furniture (Table, Chairs, Stools)													
Other													
BATHROOM(S)													
	Bath 1		Bath 2		Bath 3		Bath 1		Bath 2		Bath 3		
	Y	N	Y	N	Y	N	Y	N	Y	N	Y	N	
Floors, Walls & Ceiling													
Windows, Doors & Locks													
Light Fixtures													
Bathtub/Shower													
Sink & Plumbing													
Toilet													
Closet													
Mirrors													
Other													

[cont.]

	SATISFACTORY CONDITION ON ARRIVAL						SATISFACTORY CONDITION ON DEPARTURE						NOTES/COST OF REPAIR
	YES			NO			YES			NO			
	BedRm 1	BedRm 2	BedRm 3	BedRm 1	BedRm 2	BedRm 3							
BEDROOM(S)													
	Y	N	Y	N	Y	N	Y	N	Y	N	Y	N	
Floors, Walls & Ceiling													
Windows, Doors & Locks													
Drapes/Blinds/Screens													
Light Fixtures													
Bed													
Furniture (Chairs, Tables, Chests)													
Mirrors													
Closet													
Other													
MISCELLANEOUS													
Heating/Air Conditioning													
Lawn/Garden													
Patio/Terrace/Deck, etc.													
Basement													
Stairs & Hallway													
Other													

Use this space to provide any additional explanation (use attachment if necessary):

Member/Player Arrival Checklist completed on _____ , 20__ and approved by:

Member Rep. Signature: _____	Print Name: _____
Player Signature: _____	Print Name: _____
Player Signature: _____	Print Name: _____
Player Signature: _____	Print Name: _____
Player Signature: _____	Print Name: _____

Member/Player Departure Checklist completed on _____, 20__ and COST OF ALL REPAIRS \$ _____ agreed to be paid for by:

Member Rep. Signature: _____	Print Name: _____
Player Signature: _____	Print Name: _____
Player Signature: _____	Print Name: _____
Player Signature: _____	Print Name: _____
Player Signature: _____	Print Name: _____

1 Copy provided to Player(s) upon completion of arrival checklist
1 Copy provided to Player(s) upon completion of departure checklist

**APPENDIX H:
PHPA AND ECHL
LOGOS**



APPENDIX I: NOTICE SIGNAGE

NOTICE
THE UNAUTHORIZED USE OF PLAYER LIKENESS
AND/OR
CLUB LOGOS FOR COMMERCIAL PURPOSES,
INCLUDING
PHOTOGRAPHS, IS STRICTLY PROHIBITED!
(Excluding Editorial Uses)
BY ORDER OF THE COMMISSIONER OF THE
ECHL
AND THE EXECUTIVE DIRECTOR OF THE
PROFESSIONAL HOCKEY PLAYERS' ASSOCIATION



APPENDIX J: GROUP LICENSING AUTHORIZATION (GLA) FORM

By signing this form, the Player exclusively authorizes the Professional Hockey Players' Association (PHPA) to use, license and sub-license the use of his name, signature, facsimile signature, picture, biographical sketch, playing record and likeness, as a Member or past Member of the PHPA.

It is understood that this Authorization extends only to the PHPA's use of such rights in groups of THREE (3) or more Players who have executed a PHPA Group Licensing Authorization Form.

It is further understood that the PHPA will not grant a license involving a personal endorsement by any Player. Any person, firm, or corporation desiring to obtain an individual endorsement from any Player(s) must obtain the personal approval of such Player(s) and make separate arrangements for payment directly to each Player(s).

The undersigned hereby agrees to inform the PHPA of any individual contract which he has entered into or may enter into for the individual endorsement of any product or service. To the extent it is informed that any such individual contract is exclusive, the PHPA agrees to exclude the rights covered by such an individual contract from any specific license which it may grant to others in the future under this authorization.

Except for the PHPA trading card licenses, individual team licenses, and any other group licenses where over twenty (20) PHPA Members are included and featured with equal prominence, the undersigned and his agent of record will be notified in writing of each group license the Player may be included in, so that he can notify the PHPA if he has a conflict and prefers to opt-out of the proposed license.

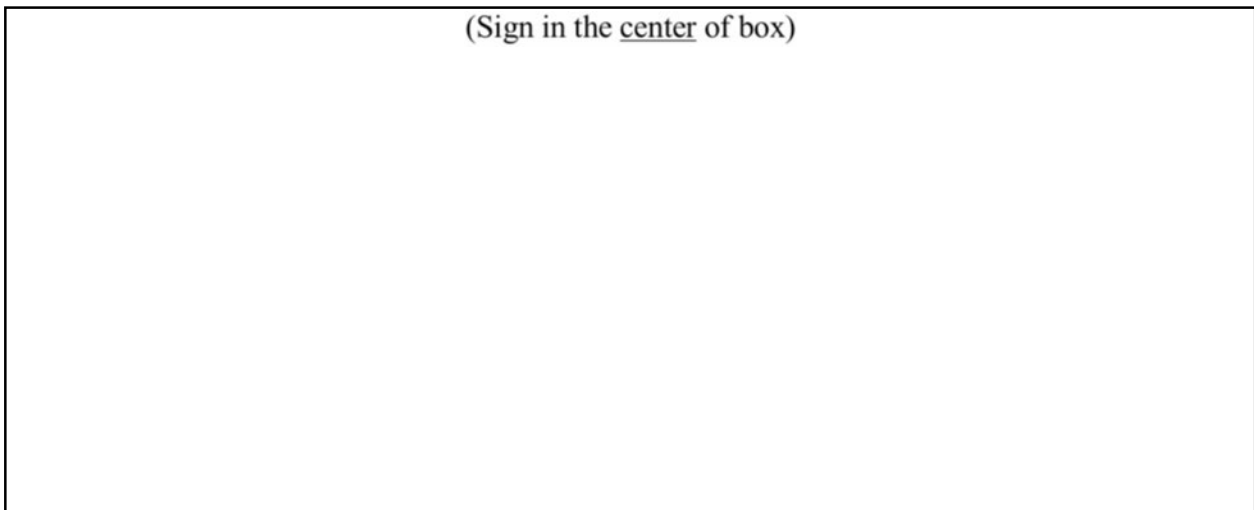
All revenues received by the PHPA from the marketing and/or licensing of the group rights granted herein will be accounted for by the PHPA in its normal accounts. The PHPA's Board of Directors shall authorize and direct the use of all revenues received.

This exclusive Authorization is for a twenty (20) year period, commencing on the date executed below.

Date Signed: M / D / Y

SIGNATURE/AUTOGRAPH

(Sign in the center of box)



Any changes to your personal information should be made by
Contacting the PHPA at 1-800-565-0716 or email: phpa@phpa.com
Address only changes can be made online, within the Players' Only Website at PHPA.com

APPENDIX K: ECHL Supply List

The home Member shall be responsible for providing the following in terms of equipment, supplies, and services in connection with all home games:

1. **Laundry** - the home Member is required to provide initial laundry considerations on all game days (which consists of one set of underwear and one set of sweaters and socks).
2. **Stick Boys** – for each game, the home Member must provide at least one (1) stick boy (assigned to each locker room), available at least two (2) hours prior to the scheduled puck drop.
3. **Medical Personnel / Equipment** – an Emergency Medical Technician (EMT) must be present for all ECHL games. All Members must also have a working defibrillator present for each home game as well as a stretcher available at all times. As an added safety precaution, if available, it is suggested that the home Member provide air splints and a cervical collar at ice level as well.
4. **Equipment / Supplies** - the home Member is responsible for providing the following items:

(a) **Game Night Locker Room**

- i. Towels - 30 shower towels and 20 game sweat towels
- ii. Stick tape – 12 rolls each of black, white and clear tape
- iii. Stick tools –
 1. One torch with self-igniting head
 2. One rasp and one saw w/ sharp blade
 3. One can of black spray paint
 4. One industrial heat gun and glue stick
 5. Two screw drivers (one flathead and one Phillips head)
- iv. Food and Beverage –
 1. Three ten-gallon coolers (one with ice for drinks, one filled with water, and one filled with sports drink), along with 200 cups
 2. One commercial 12-cup coffee machine, along with creamer, sugar and 50 coffee cups
 3. One case of water (20 oz. bottles), one case of sports drink, and soda (sports drink and soda recommended only)
 4. One menu for post-game meal (must have pasta option)
 5. 50 pieces of chewing gum

- v. Hockey-related equipment –
 - 1. One glove dryer (PVC/hairdryer type or purchased)
 - 2. One coach's dry erase board, one blank dry erase board, and one dry erase marker/pen
 - 3. Two full-size industrial fans, to be left in locker room for entire visit
- vi. Toiletries –
 - 1. Liquid body wash (no bars), one bottle each of shampoo, hand lotion, mouthwash, and baby powder, and one container of q-tips
 - 2. Two cans of shaving cream and 12 razors (at least dual blade)
 - 3. Two cans of antiperspirant
 - 4. One bottle of hair gel and two hair brushes

(b) Player Benches

- i. Towels – eight bench towels to start, four new ones to start each period (2nd, 3rd, Playoff OT)
- ii. Beverages – 20 water bottles and four bottles filled with sports drink
- iii. 10-gallon cooler of ice water and small ice chest with two bags of ice
- iv. Two rolls each of black, white and clear tape, and rub stick
- v. One biohazard bag

(c) Game Night Penalty Box (each)

- i. Two towels
- ii. One bottle of water and one bottle of sports drink
- iii. One roll each of black, white and clear stick tape
- iv. Small ice chest w/ two bags of ice

(d) Training Room

- i. Six rolls of 1.5 inch trainers, three rolls of pre-wrap, one can each of adhesive spray and adhesive remover, and Flexi-wrap with handle
- ii. One 4-pack hydro collator, four hot pack covers, one 10-gallon container of ice for treatment, ice bags, and an ice scoop
- iii. One padded treatment table and one professional grade exercise bike
- iv. One biohazard bag and one sharps container
- v. One theraball exercise ball (70 cm), one six-inch foam roll, one three-inch foam roll
- vi. 10 treatment towels
- vii. One clock

MEMBER: _____

PLAYER NAME: _____

TRAVELLING FROM: _____

TO: _____

MILEAGE

Number of Miles:

\$.25/mile

_____ x _____ = \$ _____

LODGING

Number of days lodging
cost to be incurred:

\$95/night

_____ x _____ = \$ _____

MEALS

Number of days in travel
status

**Per diem as
per CBA in
each year of
the Term**

_____ x _____

Number of people in
travel status



_____ x \$ _____ = \$ _____

OTHER COSTS

(U-Haul and Fees)

= \$ _____

TOTAL ADVANCE

= \$ _____

THE PLAYER SHALL BE RESPONSIBLE TO TRAVEL AT LEAST FOUR HUNDRED AND FIFTY (450) MILES PER DAY AND ALL OTHER GUIDELINES AS OUTLINED IN THE CBA SHALL REMAIN IN EFFECT.

PLAYER SIGNATURE _____ **DATE:** _____

MEMBER APPROVAL _____ **DATE:** _____

APPENDIX M: PLAYER RETIREMENT FORM

Date: _____

Team: _____

Player: _____

The ECHL Playing Rules state:

A Player who retires during the Regular Season will be ineligible to play in the League during the remainder of that Season, including Playoffs. A Player who retires in the Off-Season may not return to the League during the subsequent Regular Season and/or Playoffs. Notice of retirement must be submitted to the League on a League Retirement Form.

By signing below, both the retiring player and team representative (General Manager or Head Coach) acknowledge, understand and agree to the terms of retirement as stated above.

Player (Print Name): _____

Player (Signature): _____

Date: _____

Team Coach/G.M. (Print Name): _____

Team Coach/G.M. (Signature): _____

Email copy to the League and the PHPA

APPENDIX N: SALARY CHANGE FORM

ECHL SALARY CHANGE FORM

Date: _____

Team: _____

Player: _____

Please be advised of the following Salary change for this Player:

Current Weekly Salary: \$ _____

New Weekly Salary: \$ _____

Qualified Salary (if applicable): \$ _____

All changes involving a SPC must be accompanied by this form. A copy of this form must also be provided to the Player. In addition, a copy of this form must be faxed or e-mailed to the League immediately after execution. The League will forward a copy of this form to the PHPA. Failure to submit or distribute this form as required may result in a Salary Cap violation and/or Member fine. Members MAY NOT retroactively increase a Player's Salary based on previously available Salary Cap space. Salary changes must be effective as of the current date. This form does not otherwise modify, alter or amend the SPC which remains in full force and effect.

NOTICE – Members are prohibited from making more than fifty-two (52) salary changes (entire Member collectively) in any given Season (Pre-Season, Regular Season and Playoffs combined), subject to change by the League.

Signed: _____ Governor/G.M./Coach

_____ Player

For League Office Use Only



Copy Received

Email copy to League

APPENDIX O: Injury Report by Former Player

Date of Report: _____

Player: _____

Current Address: _____

E-Mail: _____

Phone Number: _____

ECHL team(s): _____

Place/Date/Injury(ies), including cause and nature of the injury: _____

I believe the above information to be accurate and authorize the PHPA to forward this completed form to the ECHL and my former ECHL teams.

Date: _____

Player

Address

Code

State/Province/Postal

Date of Birth

Section 1. APPENDIX P: RECOGNIZED PROFESSIONAL HOCKEY LEAGUE[S]

*****All Regular Season games played in any of the leagues listed below shall count towards a Player's Rookie/Veteran status*****

- **North America**
 - **NHL**
 - **AHL**
 - **ECHL**
 - **CHL (Defunct, but games played count toward veteran status)**

- **Europe**
 - **Czech Extraliga (Czech Republic)**
 - **Liiga (Finland)**
 - **DEL (Germany)**
 - **KHL (Russia)**
 - **Slovak Extraliga (Slovakia)**
 - **SHL (Sweden)**
 - **National League (Switzerland)**

APPENDIX Q: PROOF OF EMPLOYMENT AND RESIDENCY

PROOF OF EMPLOYMENT AND RESIDENCY / HOUSING CONFIRMATION For Taxpayer Identification Number Application Purposes

To Whom It May Concern:

This letter is issued by [Member Name], a Member club of the ECHL, in support of [Full Name of Player]'s application to obtain a United States taxpayer identification number.

Player Information

Player Name: [Full Name of Player]

Date of Birth: [Date of Birth]

Country of Citizenship: [Country]

Passport Number, if applicable: [Passport Number]

Employment Confirmation

The [Member Name] club confirms that [Full Name of Player] is employed as a professional hockey player pursuant to a Standard Player Contract.

[Full Name of Player] will receive compensation for services performed as a professional hockey player, and a taxpayer identification number is required for payroll, tax reporting, and related employment administration purposes.

Residency / Housing Confirmation

The [Member Name] club has arranged, provided, or confirmed housing/residency for [Full Name of Player] at or in connection with the following address:

[Player's Local Street Address]

[City, State, Zip]

[Full Name of Player] resides at the above address, subject to [Full Name of Player] continued employment/contract status with the [Member Name] club and any applicable team housing arrangements.

This letter is provided solely to verify [Full Name of Player]'s employment status and local residency/housing arrangement in support of [Full Name of Player]'s application for a taxpayer identification number. This letter does not constitute legal, tax, or immigration advice, and does not alter or amend the terms of any Standard Player

Contract, Collective Bargaining Agreement, League rule, or other governing agreement.

Please contact the undersigned with any questions regarding this verification.

Sincerely,

Signature: _____

Date: _____

[Authorized Signatory Name]

[Title]

[Member Name]

Phone: [Phone Number]

Email: [Email Address]