



INTERNATIONAL FLOORBALL FEDERATION (IFF)

Ordinary member of AGFIS/GAISF

Helsinki, Finland 13.09.2008

To: IFF Member Associations
The IFF President and CB

cc: IFF committee members

ANNOUNCEMENT OF THE IFF GENERAL ASSEMBLY 2008

Dear Mr. President,

The IFF Central Board hereby invites the member associations of the IFF to participate in the General Assembly of the International Floorball Federation in Prague, Czech Republic on Saturday the 13th of December, 2008.

The IFF General Assembly 2008 will be held during the Men's 7th World Floorball Championships 2008 at the Clarion Congress Hotel Prague address Freyova 33, 190 00 Prague 9 – Vysočany,, on Saturday the 13th of December 2008, starting at 09.30. The General Assembly is followed by a reception.

1. Regarding participation in the General Assembly

All member Associations are welcome to participate in the General Assembly with two representatives each. If an interpreter is needed, the association may use one. Please remember to register the representatives of the member associations for the General Assembly no later than the 30th of November 2008 to the IFF Office, at the mail address sahala@floorball.org.

All member Associations are entitled to make proposals to the General Assembly, but only the ordinary member Associations are entitled to vote, see § 32 IFF Statutes. Nota bene that the ordinary members must have fulfilled all their obligations, i.e. amongst other things have no debts to the IFF unless an IFF approved payment plan is followed. See § 32 IFF Statutes.

ARTICLE 32 VOTING STATUS

- 32.1 Each member Association is allowed to participate with two persons (delegates legitimated by the National Association) at the General Assembly. A person can only represent one Association.
- 32.2 Each ordinary member Association which has fulfilled its obligation's to IFF is entitled to one vote at the General Assembly. The CB informs the voting roll and distributes it together with the documents of the General Assembly latest 30 full days before the General Assembly.

2. Regarding acquisition of ordinary membership

Presently the IFF consists of 25 ordinary members and 20 provisional members. The CB may only grant provisional membership for a period of four years. After a maximum of 4 years from becoming a provisional member the Association will, automatically, become an ordinary member, after a decision at the IFF General Assembly. The IFF strongly urges the following provisional members to apply for ordinary membership in accordance with the § 13 IFF Statutes below: Brazil, France, Georgia, Iceland, India, Korea, Liechtenstein, New Zealand, Pakistan, Slovenia, and Ukraine.

ARTICLE 13 ACQUISITION OF PROVISIONAL MEMBERSHIP

- 13.1 The Association can be a section of another Sports Federation which is a member of the National Sports Confederation.
- 13.2 If the statutes and regulations correspond to the statutes of the IFF and the conditions for membership are fulfilled. The provisional membership shall be granted by the CB.

Address
Alakiventie 2,
FI-00920 Helsinki,
Finland

Phone
+358-9 454 214 25
Fax
+358-9 454 214 50

E-mail
office@floorball.org
Web-site
www.floorball.org

Bank
Credit Suisse, CH-8700 Küsnacht
Account No. 4818-559200-11
Swift Code: CRESCHZZ87B
IBAN: CH13 0481 8055 9200 1100 0



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- 13.3 Provisional membership shall only be granted for four years. After a maximum of 4 years from becoming a provisional member the Association will, automatically, become an ordinary member, after a decision taken at the IFF General Assembly, if the Association in question is fulfilling the requirements of article 14.

ARTICLE 14 ACQUISITION OF ORDINARY MEMBERSHIP

- 14.1 The Association shall be a self ruled Floorball Association or a self ruled Floorball section in another Association.
14.2 The Association shall consist of at least 10 Clubs. Exceptions can only be granted by the CB.
14.3 The Association shall be the Organizer of National Floorball Championships.
14.4 The Association shall be member of the National Sports Confederation (Exception: if there are justifiable reasons).
14.5 An application for ordinary membership can also be handed in to the IFF according to article 12, paragraph 1, earlier than the four years.
14.6 Ordinary membership is granted by the General Assembly.

3. Regarding nominations:

The IFF Central Board invites its member Association to make nominations according to the IFF statutes concerning nominations, see § 30 as follows:

ARTICLE 30 NOMINATIONS, MOTIONS AND PROPOSALS

- 30.1 Candidates for election to any office in the IFF shall be nominated to the official address of the IFF at latest 60 full days in advance of the General Assembly. Only persons of an ordinary member are eligible for elections.
30.2 All proposals and motions of the member Associations shall be sent in to the official address of the IFF at latest 60 full days in advance of the General Assembly.

The position that the IFF invites to nominate candidates are:

- President of the IFF
- 6 members of the IFF Central Board
- Chairman of the Disciplinary Committee (DC)
- 2 members and 2 substitutes of DC
- Chairman of the Appeal Committee (AC)
- 2 members and 2 substitutes of AC

Any nomination for IFF CB shall be ready, and have the competence, to head any of the IFF Committees or the Functions of the IFF. Therefore nominations can, preferably, also be nominated to specific seats in the CB. When it comes to persons in the DC and the AC juridical competence in general, and, of at least, the Chairman is of great importance.

Nominations, motions and proposals shall be sent to:

IFF, Alakiventie 2, 00920 Helsinki, Finland, or to fax +358-9-4542 1450, to be IFF by hand no later than 60 days before the General Assembly (Tuesday 14th of October 2008).

Summons to the IFF General Assembly together with the agenda, CB reports, the financial reports for the years 2006 and 2007 with the auditors reports, budgets for the years 2008 and 2009, nominations and if there are motions and proposals will be sent to you latest 30 days in advance (13th of November 2008).

With sincere regards,

International Floorball Federation

Tomas Eriksson
President


John Liljelund b.d.
Secretary General

Address
Alakiventie 2,
FI-00920 Helsinki,
Finland

Phone
+358-9 454 214 25
Fax
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IFF ANNUAL REPORT 2006-2008



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1. Introduction



During the period between the General Assemblies of 2006 and 2008 the international Floorball family has continued to grow with all in all ten new Member associations joining the IFF. The decision taken by the General Assembly in Stockholm on May 26th, 2006 to increase the number of IFF members, was successful and the number of countries to seek membership are still growing. The number of participating teams in the IFF events has also increased a lot, which has led to a record amount of Floorball matches and competitions being played. A lot of new qualification tournaments for the major events are now organised as part of the new International competition calendar.

The IFF General Assembly decided in its last meeting held in Stockholm 2006 that one of the major goals of the IFF in the next two years was, to receive the IOC recognition by the end of the year 2008. The IFF Central Board, Executive Committee and office worked hard during this period between the General Assemblies to fulfil the requirements laid out by the IOC, in order to achieve this goal.

In December 2007 the IFF applied for the official recognition by the International Olympic Committee (IOC) by sending in the IOC recognition application form. The gathering of the data and collecting of all the needed information was a long process, which could not have been possible without the assistance of all the IFF Member Associations who supplied the IFF with much of the relevant data and statistics required for the application.

In 2007 the IFF CB decided that there was a need to renew the IFF International Competition Calendar in order to better live up to the competition, marketing and media requirements of today and a working group was set up to prepare a proposal for the change. Following this proposal the CB decided to change the competition calendar, which meant that a new epoch in Floorball history started as all the changes in the International Competition Calendar were fully implemented with the Adult World Championships played in December 2008.

Because of the constant development and growth of Floorball worldwide also the number of the employees at the IFF Office had to be increased, in order to meet the requirements of the developing Floorball world and in order for the IFF to better serve its Member Associations. The IFF Office has grown during the period from three fulltime employees to five fulltime employees, with four employees now working at the IFF Head office in Helsinki, Finland and the Competition Manager in the Competition office in Stockholm, Sweden.

2. IFF Member Associations

IFF today consists of 47 Member Associations of which 25 are ordinary members and 22 provisional members. During the period the number of Member Associations has increased from 37 to 47.

The ordinary Members Associations are: Australia, Austria, Belgium, Canada, Czech Republic, Denmark, Estonia, Finland, Germany, Great Britain, Hungary, Italy, Japan, Latvia, Malaysia, Netherlands, Norway, Poland, Russia, Singapore, Slovakia, Spain, Sweden, Switzerland and United States. The number of ordinary members has increased from 16 to 25.

The provisional Member Associations are: Argentina, Armenia, Brazil, France, Georgia, Iceland, Ireland, Israel, India, Korea, Liechtenstein, Moldova, Mongolia, New Zealand, Pakistan, Portugal, Romania, Serbia, Slovenia, Thailand, Turkey and Ukraine. According to the Statutes of IFF the provisional members who have been members for at least four years does automatically become ordinary, if they fulfil the requirements.

2.1 AOFC



The Asian and Oceania Floorball Confederation (AOFC) was founded by the Asian and Oceania Member Federations of the International Floorball Federation in 2005. The second AOFC General Assembly was held on the 6th of December 2007 at the Woodlands Sport Hall, Singapore, setting the direction and guidelines for the development of Floorball in the region.

The AOFC consists today of ten IFF members: Australia, Japan, India, Korea, Malaysia, Mongolia, New Zealand, Pakistan, Singapore and Thailand.

The following persons belong to the AOFC Central Board:

President: Mr. Sani Mohd. Salim, Singapore
Vice President: Mr. Steve King, Australia
Treasurer: Mr. Guem Sung Kang, Korea
Secretary General: Mr. Pierre Boudville, Singapore
Member: Mr. Takanobu Yoshino, Japan
Member: Mr. Juerg Khim, Australia
Member: Mr. Soichi Kato, Japan
Member: Mr. Hwang Joo Kim, Korea
Member: Mr. Edward Lim, Malaysia
Member: Mr. Suresh Subramaniam, Malaysia

The office of the confederation is placed in Singapore.

3. The IFF Central Board (CB)



The General Assembly decided to change the constitution of the CB, decreasing the number of CB members from nine to six. The CB elected by the IFF General Assembly held in Stockholm in Sweden the 26th of May 2006 has had the following composition:

Tomas Eriksson, President
Renato Orlando, Vice President
Tomas Jonsson, Treasurer
Mona Aagaard, Member
Per Jansson, Member
Risto Kauppinen, Member
Filip Suman, Member

There have altogether been 13 CB meetings between the General Assemblies, held as follows:

From left to right: Mr. Liljelund, Mr. Jansson, Mr. Kauppinen, Mr. Orlando, Mr. Jonsson, Mr. Eriksson, Mr. Suman, Mrs. Aagaard

Stockholm	27.05 2006
Helsinki	08.09 2006
Varberg	06.01 2007
Per Capsulam	28.02 2007
Frederikshavn	17.05 2005
Oslo	01.09 2007
Per Capsulam	14.11 2007
Per Capsulam	14.12 2007
Vantaa	12.01.2008
Bratislava	26.04.2008
Budapest	13.09.2008
Per Capsulam	01.10.2008
Prague	01.11.2008
Prague	12.12.2008

The minutes of these meetings are published on www.floorball.org.

3.1 Main Fields of focus

The CB has continued to stress the three different fields agreed upon already in 2004. Firstly, the International lobby work, with the aim of reaching the recognition of the International Olympic Committee, achieving the acceptance of Floorball globally and to secure the participation in International Multi-Sports event and also profile IFF in the International Sports Community. Working secondly with the Marketing issue in order to strengthen the financial and market situation of the IFF and also make the sport more suitable for Television. Thirdly the main focus has been on the Development of the IFF Member Associations, where IFF has built a Floorball Development Program, consisting of a four day interactive course for organisation and administration work, refereeing and coaching.

3.2 Appointments

The following persons have been appointed by the Central Board (more information under 18 Office)

Katriina Sahala, Office Coordinator
Kaarina Salomaa, Competition Assistant

3.3 New committees

During the period 2006-2008 the IFF CB decided to establish two new Committees, the IFF Medical Committee and the IFF Athletes Commission (more information under 9 Medical Committee and under 10 Athletes Commission).

3.4 IOC 50 Road Map

The IFF General Assembly decided in its meeting held on the 26th of May 2006 in Stockholm, that one of the major goals of the IFF in the next two years is to receive the IOC recognition during the IOC Council meeting on the 11th of December 2008. The IFF applied for official recognition by the International Olympic Committee (IOC) in December 2007 and the IFF also had and used the possibility to update the application until the 30th of September 2008.

4. IFF Executive Committee (ExCo)

The composition of the ExCo has been:
Tomas Eriksson, President
Renato Orlando, Vice President
John Liljelund, General Secretary

The ExCo has worked with international affairs and the cooperation with other sports authorities, also handling urgent daily business.

4.1 Contacts to International Sport Federations

GAISF (General Association of International Sports Federations)

The IFF CB decided to endorse the Panathlon Declaration on Ethics' in Youth Sport in its meeting on the 8th of September 2006. The IFF has participated in the GAISF General Assembly in 2006 Seoul, 2007 in Beijing and 2008 in Athens.

In the GAISF General Assembly 2007 the IFF President, Mr. Tomas Eriksson, came close of being elected as the representative for the group of the other IF's to the GAISF Council. Mr. Tomas Eriksson received 6 votes against the elected Mr. Höglund (8 votes) representing Ju-jitsu. IFF has increased the information flow to the different GAISF channels, including the monthly web-bulletin, where a number of articles have been published as well as in the GAISF Newspaper Sport Insider. In addition IFF has participated in a project which aims to build a web portal for live images of a number of sports, where IFF would supply with footage on a continues basis. This project will continue for 2009.

FISU (International University Sports Federation)

During the 2nd World Floorball University Championships played in Switzerland, organised by the Swiss Student's Sport and the Swiss Floorball Federation on the 9th—12th of November 2006 the IFF signed a collaboration agreement with the FISU concerning the continued cooperation between IFF and FISU in the fields of University Sports and securing the continuation of the WUC. The 3rd was organised in Finland, by the Finnish Student Sports, with women teams participating for the first time.

ISF (International School Sports Federation)

The first World Schools' Floorball Championships were played in Brno, Czech Republic on the 3rd—10th of May 2007 with 6 boy's teams and 5 girl's teams participating.

EMSA (European Master Sports Association)

Floorball participated in the preparations for the European Master Games organised in Malmö, Sweden for the first time in August 2008. Due to a lack of participants the Floorball tournament was cancelled.

WADA (World Anti-Doping Agency)

The IFF has been actively taking part in the WADA's Anti-doping work and commented upon the proposals for the new WADA Code and International Standards. The IFF has also participated in the third World Conference on Doping in Sport held in Madrid on the 15th—17th of November 2007 and in the IF's WADA symposiums organised in Lausanne in 2007 and 2008.

WADA adopted a new Code in 2009 in order to make the Code a more efficient tool and find a balance between harmonization, efficient fight against doping and the required flexibility to assess the unique facts of each case. According to the Code the IFF CB has made a proposal for a new Anti-Doping Regulations for the General Assembly to adopt.

5. IFF Appeal Committee (AC)

The composition of the AC has been:

Lars Granqvist (Sweden), Chairman
Tom Hedkrok (Finland), Member
Kjell Hovland Olsen (Norway), Member

The Appeal Committee has had one case to deal with during the period. The Belgian Floorball Federation appealed against the decision of the IFF ExCo, concerning the its withdrawal from the WFC 2006 C-division.

6. IFF Disciplinary Committee (DC)

The composition of the DC has been:

Rudolf Buri (Switzerland), member
Krister Kalte (Sweden), member
Rainer Martiskin (Australia), member

The Disciplinary Committee has two cases to deal with during the period.

7. IFF Rules- and Competition Committee (RACC)

The composition of the RACC has been:

Filip Suman, (Czech Republic), Chairman

Martin Wolmhed, (Sweden) member

Hans Botman, (Netherlands), member

Jury management

Andris Dzenis, (Latvia), Björge Jansen, (Norway), Ari Vehniäinen, (Finland), Marek Budzinski (Poland) and Ricky Kronow (Denmark)

The main tasks during the period have been to work with the development of the IFF competitions and the implementation of the new competition calendar.

The growing number of IFF events has put a lot of pressure on the RACC resources and it needs a full review of the system for the future.

7.1 International Competition Calendar

The IFF decided to change its competition calendar in 2007 in order to maximise the value of the competitions for its member associations. The year 2008 was a start of a new epoch in Floorball history as all the changes in the International Competition Calendar were fully implemented and with the main event of the year, the Men's Floorball World Championships, being played in December.

During the period the RACC has been the Jury in the following IFF Competitions:

EuroFloorball Cup Qualification Round 2006 in Denmark, 2007 in Czech Republic, Italy and Norway and 2008 in Finland, Denmark and Slovakia.

EuroFloorball Cup Final round in January 2007 in Sweden, in January 2008 in Finland and in October 2008 in Switzerland.

Men's World Championships 2006 in Sweden

Women's World Championships 2007 in Denmark

Men's U19 World Championships 2007 in Switzerland

Women's U19 World Championships 2006 in Germany and 2008 in Poland



Other tasks for the RACC has been to follow up on International Transfers, Competition Regulations, Regulations for Friendly Internationals, preparation work for coming IFF events including technical inspections and prepare the changes for the proposals of the Game Rules.

In order to give clubs the possibility to test foreign players in off-season tournaments and as a new service to the members, the IFF CB decided to create a test for a Temporary Play-system, which was tested in the summer of 2008, giving players the possibility to play for an other team than which they are contracted to, with the approval of the own club.



Based on the need of the Club teams a system for Temporary Play during the summer period was created and tested during 2008, in order to give players a chance to play for other clubs in one tournament, without having to transfer to the club with an International Transfer. The system will continue also in the future.

7.2 Future Floorball World Championships

The WFC will be played with only 16 teams and this will be implemented starting with the championships in 2010 (men) and 2011 (women) and continental qualification tournaments will be played. Of these 16 teams, eight (the seven best of the A-division and the winner of the B-division) are automatically qualified based on the result of the WFC 2008 (men) and WFC 2009 (women). The other eight teams have to qualify through continental tournaments.

The WFC Quota system

The quota for the participating teams by continent shall start from 2010 and always be based on the number of registered teams, using a deviation factor of 16 equalling the number of participating teams, and thereby determining the continental quota. The WFC 2010/2011 qualifications are played in continental tournaments or if there are less than three teams based on a mutual agreement.

7.3. Game Rules

IFF is changing the Game Rules in accordance with our four year cycle, where the new Game Rules will be effective from the start of the season 2010-2011. The IFF Rule Group, headed by Mr. Martin Wolmhed started its work in 2008, asking the Member Associations and the other stakeholders for proposals to change the existing game rules. The Rules Group received a total of 42 proposals. The group found that there were no proposals which actually needed to be tested, so there will be no rule tests during the season 2008-2009. The group will come forward with a proposal for the Game Rules for 2010 during 2009.

8. IFF Referee Committee (RC)



The composition of the RC has been:

Thomas Gilardi, (Switzerland), Chairman
Klaus Koskela, (Finland), member
Thomas Thim, (Sweden); member
Referee management
Thomas Antretter, (Austria), Andrew G. Clough, (United Kingdom),
Jan Nordli, (Norway) and Petr Seda, (Czech Republic)

The RC has been involved in appointing referees to the World Championships', EuroFloorball Cup's and friendly Internationals, and to observe and educate the referees during these events. The RC has also given support to the Office in the preparation for the Development Program Materials.

The IFF Referee Committee introduced a new three stage quality level system for the international referees. The referee criteria's consists of three different levels in which international referees will be ranked based on experience, physical condition and language. The qualification was given by the RC and all referees were ranked in June 2007.

The RC has asked for nominations for new international referees and observers, from the Member Associations, for the two year period 2008—2010.

9. IFF Medical Committee (MC)

The IFF Medical Committee was formally established on the 8th of February 2007.

Presently the IFF MC consists of four members: Dr. Walter Frey from Switzerland (chair), Dr. Tiina Nylander from Finland (vice chair), Dr. Lars-Erik Bartels from Denmark and Dr. Thor Halse from Sweden.

The IFF Medical Committee is responsible for granting Therapeutic Use Exemptions to Floorball players that are required to take prohibited medicaments. In addition the IFF MC functions as an expert group when renewing the IFF Anti-doping regulations and other practices regarding the Anti-doping work. The IFF MC is also involved in other fields, which concern the promotion of the athletes' health.

10. IFF Athletes Commission (ASC)

The IFF has established its first ever Athletes Commission in 2007. The members of the new Commission were confirmed during the first IFF Central Board meeting. IFF Central Board Member Mr. Risto Kauppinen heads the Commission, which has been set up to utilise the players' experience and knowledge in developing Floorball and the IFF's regulations.

Based on nominations sent in by the IFF's Member Associations, the Athletes Commission will comprise of Ms. Paula Jouhten (Finland), Ms. Linda B. Andersen (Norway), Ms. Widyawillis Bte Selamat (Singapore), Ms. Melanie Cathie (Australia), Mr. Niklas Jihde (Sweden), Mr. Matthias Hofbauer (Switzerland), Mr. Michael Schachner (Austria) and Mr. David Brown (USA).

In the future, Members of the Commission will be elected during the Adult's World Floorball Championships (WFC), starting with the Women's WFC in 2009.

11. IFF Marketing Function

The Marketing and Information Committee has been changed into a function by the Congress of 2004.

The composition of the Marketing function has been:

Per Jansson (Sweden), Chairman

John Liljelund (Secretary General), member

The IFF revised its marketing strategy in 2005, where the objective was set to build a new environment where we are capable to differentiate between different partners also outside the Floorball world. The system for partners has been divided into a four level system, where the Floorball Material Sponsors are on the bottom first line, and then there are Partners, Main Sponsors and a Title Sponsor.

IFF closed a contract with the marketing firm Infront, giving Infront the marketing rights of IFF for the period of 2006–2010. The aim is to secure a number of sponsors for IFF via this co-operation.

11.1 Partnership Agreements



The IFF and Exel signed a partnership agreement in 2006 for the years 2006 – 2010 in order to develop Floorball worldwide. Exel is the IFF's equipment provider, including sticks, balls, rinks, goals and goalie equipment. The agreement with Exel Sports has made it possible for IFF to build a solid foundation for the IFF Events, when all the championships have the same look and feel when it comes to Floorball equipment, flooring and apparel.



Puma and IFF prolonged the apparel sponsor contract in 2007 until the end of year 2009. This sponsor contract gives the IFF the possibility to continue having the same look and feel for the international referees and has made it possible to support the major event organisers with materials.



Gerflor

Gerflor continues to be one of IFF's material partner in the field of the official certified floorings in the IFF events. The contract between IFF and Gerflor lasts for a period of five years, until December 31st, 2010.



AJ

IFF signed an three year agreement with the Swedish office furniture and accessories firm AJ, which was the first agreement brought in by Infront. AJ will have visibility mostly on the jersey of the International Referees.

11.2 TV

The Marketing function has also concentrated on building guidelines and increasing the Television visibility of Floorball, based on the principle of distributing as much of televised matches as possible to a fairly reasonable price. This approach has given a good result both from the World Floorball Championships 2005 in Singapore, with visibility in 7 countries. For the WFC 2006 in Sweden, the IFF has together with the organiser the Swedish Floorball Federation, secured the production of a total of 11 matches.

IFF has together with the host broadcaster of the WFC 2008 produced a total of 15 televised matches, which will be shown in at least 5 countries and Eurosport.

The IFF has cooperated with Eurosport2 and there has been matches televised from the 2007 European Cup Final round in Sweden, EuroFloorball Cup Final round in Finland and the World Floorball Championships 2006 in Sweden and the 2008 World Floorball Championships 2008 in Czech Republic.

12. IFF Development Function

The composition of the Development function has been:

Renato Orlando (Switzerland), Chairman
John Liljelund (Secretary General), member

The Development function has during this period, in close co-operation with the respective committees and functions, and the IFF Office focused on developing the IFF members and gaining new Member Associations. The work of strengthen the development of the IFF Member Associations, started in 2005 through the IFF Development Program Seminars. The aim with the seminar is to give the participants the needed tools to train the trainers in their respective countries after the seminar. The participating associations build up a two year development plan during the seminar, which the IFF then monitors.

12.1 Development Program



The Seminar is built on three different blocks, one for Organisation, one for Coaching and one for Refereeing all aiming to give additional knowledge to the Associations and assist them in planning and managing the development in their respective country. The seminar is a four day event consisting of theoretical lectures, practical training sessions, group works and hand-on training and observation.

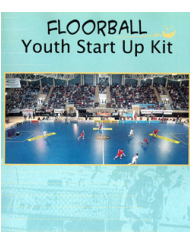
The first pilot seminar was held in Eger, Hungary in December 2005. In 2006-2008 there has been Development Seminars organised in the Netherlands, Poland, Singapore, Canada, Spain, Australia, Singapore, Slovenia, Argentina and USA. Additional coaching courses were given in China for secondary level teachers.

The IFF has also supported a development Project launched in New Zealand to re-activate the Floorball development in the region. There have been new Floorball centres built up and the emphasis has been in having long term locals involved in the organisation to promote stability in the clubs. The first ever Kiwi Cup was also supposed to be played on June 21 - 22 in Wellington, but was cancelled.

IFF has also restarted the development programme in Germany, supported by the Floorball material manufacturers, in order to strengthen the development of Floorball. The results have been good and the DUB is growing and the number of licensed players has increased to over 5000.

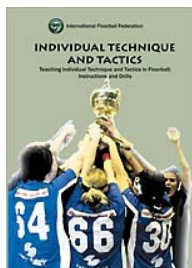
12.2 Development Material

New materials have been produced and existing materials have been translated into different languages for Floorball development purposes. All the materials are free to be downloaded from the IFF webpage.



The Floorball Youth Start Up Kit is available in nine different languages: English, French, German, Spanish, Polish, Portuguese, Italian, Chinese (Mandarin) and Russia. The Start Up Kits can be downloaded from the IFF webpage under Materials.

IFF has as a part of its Development program produced three English coaching manuals; **Teaching Individual techniques and tactics in Floorball**. The second part; **Team Tactics** and the third part; **Special Situations**.



The Coaching Material is built on three different levels based on the development of the players, which helps the coach to plan practices in the most efficient way for players of all skills.

The material has been edited by Ms. Anniina Paavilainen, who worked at IFF from September 2006 to May 2008 as a trainee, concentrating on development and educational issues. The material is found on the IFF webpage under materials. The IFF wants to thank all the persons who have helped the IFF to put these Materials together.



The coaching manual **Teaching Individual techniques and tactics in Floorball** has also been translated into Chinese by Ms. Emily Koh Pei Fern from Singapore and to Estonian by Mr. Jari-Petri Anttila.

Additionally a new material **Learn—Start—Play** has been made, to give hints and guidelines how to start playing, finding or building materials and how to work with clubs and associations.

12.3 Material Support for new Floorball countries

The IFF has also been in the position to support new and growing Floorball countries as they strive towards developing their Floorball activities by providing them educational material and guidelines as well as Floorball equipment.

Floorball equipment support packages has been sent to: Argentina, Armenia, Belarus, Bosnia and Herzegovina, Bulgaria, Capo Verde, Croatia, India, Ireland, Macedonia, Malawi, Mexico, Papua New Guinea, Philippines, Portugal, Qatar, Romania, Serbia, Sierra Leone, South Africa, Tanzania, Thailand, Turkey, Uganda and Ukraine

13. IFF Development Board

Responsible for material questions has been John Liljelund,

The main work has been the following-up of the Material Regulations, which involved several meetings with the Swedish Testing and Research Institute (SP) as well as with the manufacturers of Floorball equipment.

During the period the Czech Test Institute ITC has been appointed for testing Floorball Material under the surveillance of the SP.

During the period a new version of the Material Regulations has been worked out to be in force as from 01.07.2008, for the next two year period.



13.1 Ispo Summer 2007 & ispo Winter 2008

For the first time Floorball was presented in the ispo summer fair in Munich at the ispo Sport & Style 8th—10th of July 2007. After the great success of the summer ispo the IFF and the main part of the equipment manufacturers decided to renew the Floorball Village during Winter ispo the 27th—30th of January 2008.

The Floorball Village was built in cooperation with the world's biggest Floorball equipment manufacturers in order to promote Floorball in the German market by giving the market a true vision of what Floorball is today and re-launch it to the retailers in this area. The Floorball Village was specially designated area at the ispo fair with an interactive activity village, giving the visitors the possibility of getting to know Floorball hands on and also see what Floorball is today.



14. IFF Anti-Doping Work

The revised IFF Anti-Doping Regulations have been valid from the 1st of July 2006 and the revised Anti-Doping Regulations will come into force 1st of January 2009 if approved by the IFF General As-

sembly.

The IFF has conducted doping tests in the IFF events (WFC, U19WFC, EFC) and at least one player per team has been tested. The IFF also started with the out of competition testing in 2008 and a total of 10 Floorball players were tested out of competition. In addition the IFF also annually collects, publishes and reports to WADA the doping tests conducted in Floorball.

During the period 2006-2008 the IFF has developed a process for granting Therapeutic Use Exemptions according to the regulations set by WADA and actively taken part in the events arranged by the WADA and in the process of renewing the WADA Anti-doping Code and the WADA International standards.

The IFF Anti-doping work also relies much on providing relevant information to the IFF member associations and the IFF webpage includes relevant information about Anti-doping. The IFF also informs its member associations through the IFF Information Letter and the IFF Anti-doping manual, which is sent to all associations participating in an IFF event in good time before the championships.

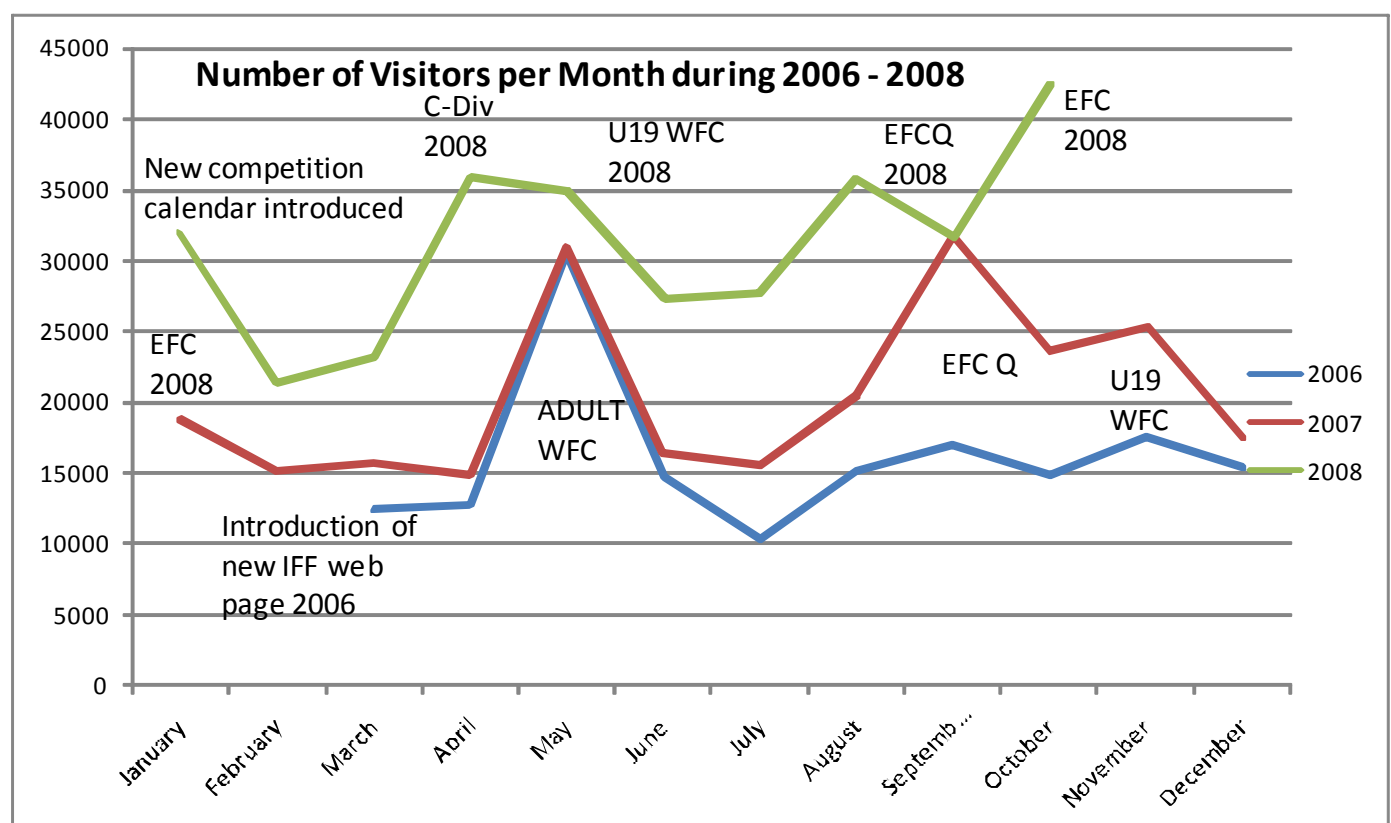
15. IFF Information

The aim during this period was to increase the information flow from the IFF to its member associations and to the international Floorball world and the international world of sports in general through the Internet pages, Information Letters, Press releases and other services. There were discussions about forming an Information Function and a survey was made with Mrs. Mona Aagaard concerning the development of the IFF information flow.

15.1 New IFF Internet page

The new Internet page was launched in March 2006 in order to better serve the international Floorball world with all the important information from the IFF and news from the IFF member associations. Increased amount of news from the whole floorball community. At the same time also the IFF logo was renewed in order to have a more fresh look.

The most important decisions from the IFF CB meetings are now published right after the meetings are held and the CB protocols with the enclosures are also published on the IFF webpage after acceptance by the IFF CB.



The total number of visitors on IFF's website has increased by 31 % and the number of unique visitors by 21 % from 2006 till 2007, still continuing growing with 18 % in visitors and 41 % in unique visitors in 2008 versus 2007.

Since the renewal of the IFF webpage in March 2006, the amount of visitors on the IFF website increased steadily and the highest number of visitors in 2007 was during EFC qualifications 2006/2007 with over 31 500 visits on the website in September.

In 2008 the number of visitors continued to increase. The largest number of visitors were during the IFF events; the EFC Final Round in Finland (31 900 visitors in January), the WFC C-division in Slovakia (35 900 visitors in April), the Women's U19 in Poland (34 900 visitors in May), the EFC Qualifications in Denmark, Finland and Slovakia (35 794 visitors in August) and the EFC Final Round in Switzerland (42 468 visitors in October).

Also the adults World Floorball Championships attracted a great number of visitors. The amount of visitors was equally high during the Men's WFC in 2006 and the Women's WFC in 2007. During the Women's WFC 2007 the IFF statistical program was used on-line for the first time.

15.2 Information Letters

Starting from 2006 the IFF has sent out Information Letters 3-4 times a year including the most important decisions made by the IFF Central Board, the upcoming IFF events and other interesting Floorball news from around the world. Also an increasing amount of Press releases have been sent out about important decisions taken concerning IFF and Floorball development in general.

15.3 Online Statistical Program

IFF Online statistical program has been used since WFC 2007 and the aim is to have all the statistics from the IFF events gathered in one place. The Statistical Program has continuously been developed in order to better meet the wishes from the IFF and its Member Associations.

For the Men's World Floorball Championships in December 2008 in Czech Republic the IFF has asked for player pictures to be downloaded into the IFF Statistical Program for the first time.

16. IFF Competitions

16.1 License System for IFF Member Associations

There will be a new License system implemented for the IFF Member Associations participating in the IFF events. The group was headed by Mr. Renato Orlando and consisted of Mr. Per Jansson, Mr. Risto Kauppinen and Mr. John Liljelund

The License system was created in order to direct the Member Associations to develop their own organisations, rather than only participate in International Events. The most important reason is that IFF's responsibility is to secure the level and the quality of the sport.

It is equally important for the IFF to force its Member Associations to focus on the development of the different functions within the National Associations like building up their own national leagues, recruiting and educating referees and coaches and help the clubs to develop. The License system will be implemented for the 2012 Men's World Championship.



16.2 World Championships according to the ranking

Men's 6th World Championships 2006 in Sweden

26 Associations from 4 continents participated. The WFC was divided into an A-division with 10 teams and a B-division with 10 teams and a C-division with 6 teams.

A-division: 1) Sweden 2) Finland 3) Switzerland 4) Czech Republic 5) Latvia 6) Denmark 7) Norway 8) Italy 9) Russia 10) Germany (relegated to the B-division)

B-division: 1) Estonia 2) Hungary 3) Netherlands 4) Slovenia 5) Austria 6) Japan 7) USA 8) Singapore 9) Great Britain 10) Australia (relegated to the C-division)
Estonia promoted to the A-division for 2008

C-division: 1) Poland 2) Spain 3) Slovakia 4) Canada 5) France 6) Korea
Poland promoted to the B-division for 2008.

Women's 6th World Championships 2007 in Denmark

23 Associations from 4 continents participated. The WFC was divided into an A-division with 10 teams, to which Japan and Singapore played a qualification for one spot, and a B-division with 10 teams, to which 6 teams played a qualification for 3 spots.

A-division: 1) Sweden 2) Finland 3) Switzerland 4) Latvia 5) Czech Republic 6) Denmark 7) Russia 8) Norway 9) USA 10) Singapore (relegated to the B-division)

B-division: 1) Poland 2) Germany 3) Hungary 4) Netherlands 5) Australia 6) Japan 7) Canada 8) Italy 9) Slovakia 10) Spain
Poland promoted to the A-division 2009.



Qualification: 1) Poland 2) Italy 3) Slovakia 4) Austria 5) Slovenia 6) Estonia

16.3 U19 World Championships according to the ranking

Men's 4th U19 World Championships 2007 in Switzerland



19 Associations from 2 continents participated. The WFC was divided into an A-division with 8 teams and a B-division with 8 teams. 4 teams qualified for one spot in the U19 WFC.

A-division: 1) Sweden 2) Czech Republic 3) Finland 4) Switzerland 5) Latvia 6) Norway 7) Slovakia 8) Poland (relegated to the B-Division 2009)

B-division: 1) Denmark 2) Germany 3) Estonia 4) Austria 5) Spain 6) Netherlands 7) Italy 8) Japan
Denmark promoted to the A-division 2009.

Qualification: 1) Slovakia 2) Slovenia 3) Russia 4) Hungary

Women's 2nd U19 World Championships 2006 in Germany

11 Associations participated. The WFC was played in an A-division with 11 teams.

A-division: 1) Sweden 2) Finland 3) Switzerland 4) Czech Republic 5) Poland 6) Norway 7) Latvia 8) Germany 9) Russia 10) Slovakia 11) Hungary

Women's 3rd U19 World Championships 2008 in Poland

11 Associations participated. The WFC was played in an A-division with 8 teams and a B-division with 4 teams. Ukraine failed to participate and withdraw from the tournament.

A-division: 1) Switzerland 2) Sweden 3) Finland 4) Poland 5) Czech Republic 6) Norway 7) Latvia 8) Germany (relegated to the B-Division 2010)

B-division: 1) Slovakia 2) Russia 3) Georgia
Slovakia promoted to the A-division 2010.



16.4 EuroFloorball Cup according to the ranking

European Cup 2006-2007

The Qualification round of EC 2006-2007 was organised in Frederikshavn, Denmark, with 11 men's teams and 6 women's teams qualifying for two places each in the Final round. The Final round, for both men and women, was organised in Varberg, Sweden, with 8 teams in each category.

The ranking of EC 2006-2007 for men:

1) AIK 2) Warberg IC 3) Espoon Oilers 4) Alligator Malans 5) Tatran Stresovice 6) Greåker IBK 7) Latvijas Avize 8) Nizhegorodets 9) FC Vestegnen 10) Jögeva SK Tähe 11) HKL-MJM Petrzalka 12) TWZ Wikings 13) London Vikings 14) Amsterdam FB Agents 15) Dunai Krokodilok 16) FBC Bozen 17) IBN Brussels

The ranking of EC 2006-2007 for women:

1) UHC Dietlikon 2) IKSU 3) Lappeenranta 4) FBC Liberec 5) Rubene/Rants 6) Fredrikshavn Bulldogs 7) Nizhny Novgorod FBC-30 8) TUNET IBK 9) Aligator UKS Chwarzno 10) SK Saku Fortuna 11) Szolnok Cannibals 12) Ladies Together

EuroFloorball Cup 2007-2008

The Qualification round of EFC 2007-2008 was organised in Baerum, Norway, Ciampino, Italy and Liberec, Czech Republic with 15 men teams and 12 women teams qualifying for three places each in the Final round. The Final round, for both men and women, was organised in Vantaa, Finland, with 8 teams in each category.



The ranking of EFC 2007-2008 for men:

1) AIK 2) Warberg IC 3) SC Classic 4) Tatran Stresovice 5) SSV Helsinki 6) SV Wiler-Ersigen 7) Fjordingby IBK 8) Viking Roma 9) Tigers Langnau 10) DRS Archangelsk 11) Frederikshavn Bulldogs 12) Torpedo Havirov 13) TTÜ SK 14) Latvijas Avize 15) FB Agents 16) FBC Dragons 17) CUF Leganes 18) Debreceni Floorball 19) Cotswold Cobras 20) Waterloo Lions

The ranking of EFC 2007-2008 for women:

1) UHC Dietlikon 2) IKSU 3) HFK Dekanka 4) Rönby IBK 5) Sveiva IBK 6) Tapanilan Erä 7) Rubene 8) Nizhny Novgorod FBC-30 9) Zug United 10) Fredrikshavn Bulldogs 11) U.C. Face Off 12) FBC Liberec 13) FBC InSPORT Sered 14) Aligator Gdynia 15) Szolnok Cannibals 16) SK Saku Fortuna 17) IBC Leoben

EuroFloorball Cup 2008

The Qualification round of EFC 2008 was organised in Denmark, Slovakia and Finland Y and Z with 15 men teams and 12 women teams qualifying for three places each in the Final round. The Final round, for both men and women, was organised in Zurich, Switzerland, with 8 teams in each category.

The ranking of EFC 2008 for men: 1) AIK IBF 2) SV Wiler-Ersigen 3) SSV Helsinki 4) Warberg IC-85 5) Tapanilan Erä 6) Tatran Stresovice 7) Sarpsborg IBK 8) Latvijas Avize 9) KS Szarotka Nowy Targ 10) Hafnia FC 11) VSK FTBS UK Bratislava 12) CUF Leganes 13) Nizhegorodets 14) HDM 15) TTÜ/Team Exel 16) UHC Sparkasse Weissenfels 17) TVZ Wikings 18) Paris UC 19) Ares HC 94 20) Bandýfélag Kópavogs BK 21) SC Locomotive Kutaisi



The ranking of EFC 2008 for women:

1) IKSU 2) Balrog B/S IK 3) UHC Dietlikon 4) HFK Dekanka 5) SC Classic 6) Holmlia SK 7) Rubene 8) FC Outlaws 9) Nizhny Novgorod FBC-30 10) CUF Leganes 11) UKS Absolwent Siedlec 12) HDM 13) SK Saku Fortuna 14) Szolnok Cannibals FC 15) SK FBC Dragons Ruzinov 16) SU Wiener FV

17. IFF Economy

The volume of the IFF economy 2006-2007 has grown with over 60% compared to the previous two year period. This has of course been necessary in order to be able to develop the IFF administration simultaneously with the increased number of development activities and competitions.

Even though the finances have been kept well in balance during this period and even shown a small surplus, there is a need of a continued increase of the income to secure the development of Floorball world wide. The actual figures are found in the Financial Reports for 2006 and 2007.

18. IFF Office

The International Floorball Federation has been growing rapidly for the last 5 years and as a result of this the IFF needed to increase the number of employed persons at the office, situated in Helsinki, Finland. This is in order to live up to the growing service requirements of our member associations and the number of IFF competitions.

Ms. Katriina Sahala was appointed as the new Office Coordinator to the IFF Head office in Helsinki, Finland. She started working for the IFF in the beginning of May 2008. In the IFF office Ms. Sahala works closely with the IFF member associations and will be responsible for the administration of the office and the IFF Referee Committee.

Ms. Kaarina Salomaa was appointed as the new Competition Assistant to the IFF Head office in Helsinki, Finland. She started working for the IFF in the beginning of July 2008. In the IFF office Ms Salomaa will work closely with the IFF Competition Manager and with the teams participating in the IFF events and other competition related work. IFF wishes Ms Salomaa and Ms. Sahala warmly welcome to the Office.

In addition IFF would like to thank the following persons for their great engagement,
Ms. Anniina Paavilainen, who worked as a trainee for the IFF Office from December 2006 until the end of May 2008, editing the IFF Coaching manuals.
Ms. Emily Koh Pei Fern from Singapore, who worked on the Start-Learn-Play material and
Mr. Michael Meddeb who worked on translating coaching materials into French and at the same time all three strengthened the IFF Office as Project workers during the period.

The IFF CB would like to thank all Member Associations, as well as all committee members, sponsors and the office staff for the tremendous work done, in order to develop Floorball from possible aspects.

INTERNATIONAL FLOORBALL FEDERATION

Financial Report 2006

Statement of income

INCOME		Budget	Diff,
Transfers	69450,00	58500,00	10950,00
Participation fees	154000,00	154000,00	0,00
Membership fees	89500,00	79000,00	10500,00
Organizers fees	115500,00	64000,00	51500,00
Sponsors & Advertisements	118587,60	123000,00	-4412,40
TV	76830,55	0,00	76830,55
Office support	75000,00	75000,00	0,00
Lic, revenues & royalties	254381,95	220000,00	34381,95
Fines	6500,00	0,00	6500,00
Other	958,72	1000,00	-41,28
Total income	CHF 960708,82	774500,00	186208,82

COSTS		Budget	Diff,
Central activities	9285,25	11500,00	2214,75
Office	380996,43	385500,00	4503,57
Central Board	63662,18	40800,00	-22862,18
Congress 2006	5485,78	3500,00	-1985,78
President's meeting	0,00	0,00	0,00
External meetings	0,00	0,00	0,00
WFC	33685,16	8400,00	-25285,16
U19 WFC	9463,18	11200,00	1736,82
EC	49789,95	11000,00	-38789,95
WUC	508,06	2400,00	1891,94
Rules & Competition Committee	11191,26	17600,00	6408,74
Referee Committee	23808,07	24300,00	491,93
Development	12408,94	16800,00	4391,06
Development programme	36549,61	54520,00	17970,39
Material*	164835,31	150000,00	-14835,31
Marketing	80968,52	31900,00	-49068,52
Medical Committee	1165,10	0,00	-1165,10
Appeal Committee	0,00	2540,00	2540,00
Disciplinary Committee	0,00	2540,00	2540,00
Total costs	CHF 883802,80	774500,00	-109302,80

Profit/loss	CHF 76906,02	0,00	76906,02
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** The outcome of the material appr, system was:*

<i>Income</i>	<i>181776,90</i>
<i>Costs</i>	<i>145861,48</i>
<i>Profit</i>	<i>35915,42</i>

Balance sheet 31.12 2006

Assets

	01.01 2006	31.12 2006
Current assets		
Cash	0,00	0,00
Credit Suisse 559200-11	511021,90	597964,09
Receivables		
Claims 2004	2000,00	0,00
Claims 2005	80260,00	35900,00
Claims 2006	0,00	158149,16
Accr. income & deferr. expenses	0,00	0,00
Receivables from rel.parties	0,00	1400,25
Total assets	CHF 593281,90	793413,50

Liabilities and equity

Current liabilities		
Accr, expenses & deferred income	-160000,00	-183000,00
Other current liabilities	-2751,90	0,00
Transfers to reserves	-69863,90	-153231,22
Development Board reserves 2004	-22491,91	0,00
Development Board reserves 2005	-51408,90	-43636,78
Development Board reserves 2006	0,00	-49874,19
Equity		
Retained earnings	-286765,29	-286765,29
Profit/loss 2006	0	-76906,02
Total liabilities & equity	CHF -593281,90	-793413,50

BRANDS+AM

AUDIT REPORT

To the general meeting of the International Floorball Federation

I have audited the annual accounts, the accounting records and the administration of the board of directors and the managing director of International Floorball Federation for the year 2006.

These accounts and the administration of the Federation are the responsibility of the board of directors and the managing director. My responsibility is to express an opinion on the annual accounts and the administration based on my audit.

I conducted my audit in accordance with generally accepted auditing standards to the IAS. Those standards require that I plan and perform the audit to obtain reasonable assurance that the annual accounts are free of material misstatement. An audit includes examining, on a test basis, evidence supporting the amounts and disclosures in the accounts. An audit also includes assessing the accounting principles used and their application by the board of directors as well as evaluating the overall presentation of information in the annual accounts. As a basis for my opinion concerning discharge from liability, I examined significant decisions, actions taken and circumstances of the federation in order to be able to determine the liability, if any, to the federation of any board member. I also examined whether any board member has, in any other way, acted in contravention of the Federation statutes, the Annual Accounts Act or the Articles of Association. I believe that my audit provides a reasonable basis for my opinion set out below.

The annual accounts have been prepared in accordance with the Annual Accounts Act and give a true and fair view of the federation's financial position and results of operations in accordance with generally accepted accounting principles in IAS.

I recommend to the general meeting that the income statement and balance sheet be adopted, that the profit be dealt with in accordance with the proposal in the administration report and that the member of the board of director be discharged from liability for the financial year.

Stockholm October 31th 2007



Mikael Brandstam

Qualified Public Accountant

INTERNATIONAL FLOORBALL FEDERATION

Financial Report 2007

Statement of income

INCOME		Budget	Diff,
Transfers	65100,00	65000,00	100,00
Participation fees	178000,00	160000,00	18000,00
Membership fees	91000,00	90500,00	500,00
Organizers fees	107000,00	56000,00	51000,00
Sponsors & Advertisements	89919,15	155000,00	-65080,85
TV	19037,55	30000,00	-10962,45
Office support	75000,00	75000,00	0,00
Lic, revenues & royalties	227731,10	230000,00	-2268,90
Fines	9000,00	0,00	9000,00
Other	20397,73	5000,00	15397,73
Total income	CHF 882185,53	866500,00	15685,53

COSTS		Budget	Diff,
Central activities	11634,58	12000,00	365,42
Office	405957,03	432400,00	26442,97
Central Board	42847,86	42750,00	-97,86
Congress	0,00	0,00	0,00
President's meeting	0,00	2000,00	2000,00
External meetings	15286,17	7250,00	-8036,17
IOC 50 Road Map	15772,77	26000,00	10227,23
WFC	15427,60	8000,00	-7427,60
U19 WFC	13001,40	12000,00	-1001,40
EC	45902,18	11500,00	-34402,18
WUC	0,00	0,00	0,00
Rules & Competition Committee	11548,44	16400,00	4851,56
Referee Committee	6338,70	28500,00	22161,30
Development	23139,18	14300,00	-8839,18
Development programme	58381,07	47300,00	-11081,07
Material*	141745,91	148500,00	6754,09
Marketing	24128,51	34400,00	10271,49
TV	22831,10	14000,00	-8831,10
Medical Committee	3600,86	4600,00	999,14
Appeal Committee	0,00	2300,00	2300,00
Disciplinary Committee	0,00	2300,00	2300,00
Total costs	CHF 857543,36	866500,00	8956,64

Profit/loss	CHF 24642,17	0,00	24642,17
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* The outcome of the material appr, system was:

Income	227731,10
Costs	177805,15
Profit	49925,95

Balance sheet 31.12 2007

Assets

	01.01 2007	31.12 2007
Current assets		
Cash	0,00	0,00
Credit Suisse 559200-11	597964,09	675631,68
Receivables		
Claims 2005	35900,00	11900,00
Claims 2006	158149,16	11500,00
Claims 2007	0,00	143486,80
Accr. income & deferr. expenses	0,00	0,00
Receivables from rel.parties	1400,25	0,00
Total assets	CHF 793413,50	842518,48

Liabilities and equity

Current liabilities		
Accr, expenses & deferred income	-183000,00	-172061,65
Other current liabilities	0,00	0,00
Transfers to reserves	-153231,22	-188186,96
Development reserves	0,00	-54015,63
Development Board reserves 2005	-43636,78	0,00
Development Board reserves 2006	-49874,19	0,00
Development Board reserves 2007	0,00	-39940,76
Equity		
Retained earnings	-363671,31	-363671,31
Profit 2007	0	-24642,17
Total liabilities & equity	CHF -793413,50	-842518,48

BRANDS+AM

AUDIT REPORT

To the general meeting of the International Floorball Federation

I have audited the annual accounts, the accounting records and the administration of the board of directors and the managing director of International Floorball Federation for the year 2007.

These accounts and the administration of the Federation are the responsibility of the board of directors and the managing director. My responsibility is to express an opinion on the annual accounts and the administration based on my audit.

I conducted my audit in accordance with generally accepted auditing standards to the IAS. Those standards require that I plan and perform the audit to obtain reasonable assurance that the annual accounts are free of material misstatement. An audit includes examining, on a test basis, evidence supporting the amounts and disclosures in the accounts. An audit also includes assessing the accounting principles used and their application by the board of directors as well as evaluating the overall presentation of information in the annual accounts. As a basis for my opinion concerning discharge from liability, I examined significant decisions, actions taken and circumstances of the federation in order to be able to determine the liability, if any, to the federation of any board member. I also examined whether any board member has, in any other way, acted in contravention of the Federation statutes, the Annual Accounts Act or the Articles of Association. I believe that my audit provides a reasonable basis for my opinion set out below.

The annual accounts have been prepared in accordance with the Annual Accounts Act and give a true and fair view of the federation's financial position and results of operations in accordance with generally accepted accounting principles in IAS.

I recommend to the general meeting that the income statement and balance sheet be adopted, that the profit be dealt with in accordance with the proposal in the administration report and that the member of the board of director be discharged from liability for the financial year.

Stockholm/march 3rd 2008



Mikael Brandstam

Qualified Public Accountant

International Floorball Federation

IFF



IFF STRATEGICAL VISION 2009 – 2020

CB Proposal to the IFF General Assembly
held in Prague 13th of December 2008

Prepared by the working group

Renato Orlando,
John Liljelund,
Thomas Gilardi,
Ismo Haaponiemi,
Dominique Staiger,
Lars-Gunnar Tjärnqvist.

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1. INTRODUCTION

1.1 Definition

The International Floorball Federation (IFF) has run World Floorball for more than 20 years, mostly with little or no opposition or assistance, relying in the beginning on the support of the three founder nations. But over the past years the interest in the game has grown compared to the previous decade of IFF's existence tremendously. As a consequence, there are now active groups all over the globe, on all Continents' who believe, most times with good reason that they are acting in the best interest of world Floorball, from their point of view. This document is trying to find a mutual way to develop Floorball based on all the different situations in the IFF member countries.

But the fact remains that IFF has to ask itself why it exists, what it believes in, where it wants to be in the future and how it is going to get there – and this has then been defined in writing – in this document, which has been approved by the IFF General Assembly.

The "IFF Strategical Vision" is the title given for the IFF Strategical plan, which was approved by the IFF General Assembly in Prague, on the 13th of December 2008. The purpose of this process, the chosen strategy and the vision and mission of IFF is defined as:

"The direction and development of Floorball worldwide during the coming decade".

1.2. Rationale

The International Floorball Federation (IFF) is the sole international organization for all forms of Floorball, regardless of how it is being played. IFF is an ordinary full member of GAISF since 2004. IFF has applied for provisional recognition from the IOC, which the IOC decided upon in December 2008. IFF consists of totally 47 Member Associations and the popularity of Floorball will continue to grow rapidly in the world and new members are expected not so much more from Europe but mainly from especially Asia, Americas and Africa.

Although IFF always has had a strategy, it was only the vision and mission which was defined in writing by the General Assembly 2002 in Helsinki. The other parts of the strategic planning documents have been included in the Plan of Actions. The IFF statutes are relatively unspecific in its nature and therefore do not constitute as a strategy on their own. This sometimes can lead to confusion and different interpretations.

The "IFF Strategical Vision" tackles all the big issues facing world Floorball today from the different forms of playing. The game needs anti-doping work and fighting racism, and from club competitions to encouraging increased participation at all level of the game. It shall play a key role in the planning of all activities of the IFF.

All modern organisations, professionals or non-profitable require a formalized written strategy. In our case, we also needed to define – in writing – our position vis-à-vis

1. the whole Floorball family
2. the external stakeholders
3. the society in general

The IFF started the strategical planning process for the federation, with the Strategy Seminar held in Hohenmölsen, Germany, in November 2001, where the foundation for the Strategical plan was made. The IFF Central Board proposed for the IFF Congress in Helsinki in 2002, to approve the IFF Strategical Plan for the years 2002-2008 including the Vision and Mission statements of IFF. The Congress approved the proposed Strategy. This document has since then been updated by the IFF Central Board based on the development, which has occurred during the last years.

The International Floorball Federation (IFF) defines the principles and strategy which, in addition to its Statutes, will guide its activities in the coming years. Therefore the purpose of this exercise is not only to create a document that will clearly and concisely summarise the direction of IFF for the coming decade in writing, but also define the issues upon which IFF needs to make politically important decisions in the near future. In order for this document to really become a living document, it needs to be updated constantly, if there are changes in the surroundings or if the speed of development does not match the expected. Still it has to keep in mind that any fundamental change would require the approval from the General Assembly or a Central Board.

The proposed strategy was submitted to the 2008 General Assembly and approved unanimously. Therefore all sections – Purpose, Vision, Philosophy, History and Key Trends, and the Strategic Options selected – are binding for all IFF organs.

This also provides a framework for IFF to put into place implementation plans that will be coordinated with the overall strategy. This document deals with all the strategical questions on the organisation level and gives the direction for the operational activities carried out by IFF.

1.3. Structure of this document

This document consists of five different parts – Purpose, Vision, Philosophy, History and Key Trends and Strategic Options, which are summarised below:

Purpose:	Why are we here? What is the raison d'être of IFF?
Vision:	Where are we heading? Where do we want to be in 10 years? Why do we want to take these actions?
Philosophy:	What does IFF stand for? What does IFF believe in? Which are our guiding values?
History/Key Trends:	For what reason was IFF formed? How has IFF been operating? What were the tasks of IFF? What are the key trends effecting Floorball and IFF in sports and society at large? What are the challenges, problems and threats Floorball is facing?
Strategic Options:	What are the key options available for each strategic issue?

1.4. Timescale and Process

The IFF Executive Committee started to discuss the need to renew and formulate the IFF Strategic Plan in 2006, due to the fact that a number of the objectives set in 2002, had already been met and there was a need to take steps forward in the process. The IFF Executive Committee proposed to the Central Board that a Strategic Working group consisting of members from the member federations and the IFF Administration starts working in 2008 to finalize a proposal for a new Strategic Plan for IFF for the years 2009 – 2020. The working group was headed by IFF vice president Renato Orlando (SUI) consisting of John Liljelund (FIN) as vice chair and the members Thomas Gilardi (SUI), Ismo Haaponiemi (FIN), Dominique Staiger (GER) and Lars-Gunnar Tjarnqvist (SWE)

The timeline for the preparation process was:

1. The IFF Executive Committee (ExCo) proposes to start a strategic process defining the IFF Vision to the Presidents of the Swedish-, Finnish-, Swiss- and Czech Floorball Federation in October 2007.
2. The IFF Central Board decides to form a working group, in order to define the direction of IFF for the coming decade in January 2008.
3. The strategical working group held their meetings in April, August and October 2008 preparing the proposal for the IFF Strategic Vision document.
4. The proposed document is sent for external controlling in October 2008.
5. The CB decided to approve the proposal for the IFF Strategic Vision in November 2008 and puts it forward to the General Assembly
6. The proposal is submitted to the IFF member associations in November 2008.
7. The General Assembly decided to approve the IFF Strategic Vision.

The subsequent steps needed are:

1. The IFF CB to adjust/define implementation plans to fit under the overall strategy approved.
2. For the IFF to make the document come alive and turn the words into action, in order to achieve our vision and keep the document alive.

1.5. Guidance for the reader

There is a section in the end of the document for “Definitions”, in order to ensure consistent usage of terminology throughout. Readers of the document are asked to read it with an open mind, since the document raises ideas and will force the stakeholders to discuss how this affects the future of Floorball.

1.6. Main sources

The main sources of this draft are as follows:

IFF ExCo meetings, Strategy working group and IFF CB documents; ExCo discussions and meetings over recent years, IFF Administration analysis and documents.

2. PURPOSE

Working in harmony together with our member associations and confederations is essential for the welfare of Floorball worldwide. IFF is not only happy to be able to contribute with its experience and share its knowledge but is also prepared to shoulder its responsibility in the development of World Floorball.

The best way for IFF to be recognised as a true authority and leader is by serving all its partners in the best way possible. This is a challenge which requires constant soul-searching and improvement to remain at the forefront of progress, with a sense of initiative and the visionary capacity to be able to identify tomorrow's problems today.

In addition to what is included in the IFF Statutes the purpose of IFF is defined in the following Mission Statement. This short statement clarifies the two main questions for the existence of IFF which everyone involved in the activities of IFF should know by heart, and it summarises as follows:

- Why are we here?
- What is the raison d'être of IFF?

The IFF Mission statement:

IFF's core mission is to promote, develop and most of all nurse and service our stakeholders and further protect World Floorball at every possible level of the game and finally to spread the knowledge based on the principle of unity, equality and solidarity and to deal with all questions relating to World Floorball.

IFF is an association consisting of associations, existing for the associations, based on the principle of representative democracy and its governing body of all types of World Floorball. Floorball is the priority in everything we do.

Further our objective is working closely together with our member associations to support and strengthen each of them in their own organisational and sports development within their country, in order to spread and develop the sport of Floorball.

We aim, together with our stakeholders to perform the following:

- **Protect and promote Floorball as a sport**, where the game is the same all over the world.
- **Involving our member associations more in the general discussions** which will help us to understand the problems and to challenge the members and through the commitment of all stakeholders enhance the development of Floorball worldwide.
- Further develop our development programme **to give specific and targeted aid and assistance**, in order to help the member associations accurately on their different development levels.
- Support and strengthen the different forms of **grassroots Floorball along with the top level competition sport**.
- **Increase the participation in the game**, regardless of age, gender, religion, race or social background

- **Promote the positive values of sport**, including fair play and a doping free sport, giving our athletes the chance to perform in an environment without racism, hooliganism or other kind of intolerance or violence.
- Run an anti-doping programme, in order **to preserve the ethics of the sport**, keeping in mind the health of the players and ensuring that all participants have equal chances in the games.
- **Organise successful competitions** for adults and youth, equally for men and women, acting as the spokesperson for the global Floorball family.
- **Achieve additional media visibility and commercial success**, in order to be able to serve better our stakeholders and develop the sport.
- Continue to **build good and lasting relationships with the other international federations and political parties**.
- To continuously improve the service provided to our stakeholders in all areas of our activity and to be an avant-garde international federation, where all officials are proud of belonging to the IFF family.

We are aware of the power of example the IFF organisation has to set, which requires that we use all the competence and knowledge of our stakeholders, the IFF officials and their staff, who personifies IFF in public, in order to receive the global acceptance.

3. VISION

Defining the vision for an international sports federation is one of the key building block of that federation, in order for the organisation to prosper when they are conducting the reason for its existence, keeping in mind where we came from and where we want to go and why we want to reach there. One of the angles for this document has been to define the preferred state of IFF in the end of the next decade, but also going further than that, looking upon IFF and where it would be if we could start with a blank sheet of paper and build upon that. However a defined strategy always needs to have a basis on the federation's realistic situation.

In this preferred world among other things, the social, educational and cultural benefits of Floorball are fully utilised and appreciated by the international sports community. In the ideal world where there is a global acceptance of the key issues in sport; where every child grows up having a possibility playing sport, where the top players are ideal role models, where referees have total respect from the sport; where as many women as possible play Floorball, where Floorball is immune to corruption and to the misuse of drugs, and where all national associations are controlled and run by their member clubs.

3.1. IFF's vision

In 2004 IFF began to implement new and revolutionary changes to its organisational and operational structures, which resulted in a more streamlined and less political oriented approach to its business of running Floorball. This process is the foundation of the new IFF Strategic Vision taking Floorball to the next level as an international sport.

The basis for IFF's existence for the first two decades has been to spread, grow and develop the sport globally and at the same time seek an official approval and recognition from the international

sports community. The key requirement for this acceptance, in receiving the full international recognition of our sport, includes the recognition of the International Olympic Committee. IFF has achieved an own and accepted identity in the international sports community.

The strategic vision for the upcoming decade is defined as follows in the IFF Vision statement:

To be the internationally approved sole owner of the dynamic sport of Floorball and to ensure all its different forms and identities and to serve as an attractive sport for all. Being a healthy organisation with sufficient human and financial resources, with over 100 national member associations, which are having and organising their own national championships, and with five continental confederations.

Floorball is adaptable to be played on a global level taking into consideration all the different infrastructural conditions, according to the standardised game rules, with a World Floorball Championships played with participants from five continents, based on the qualifications and being on the program of the Universiade, the World Games and/or the Olympic Games until 2020.

3.1.1 The world and the Floorball world

In the preferred and ideal world there would be:

- A united Floorball community – when Floorball is united and striving in the same direction we can achieve extraordinary things.
- A world where, in the eyes of everyone both inside and outside the Floorball community, Floorball represents integrity, sportsmanship and loyalty, in accordance with the principles of fair play.
- A Floorball world where IFF deals with all questions relating to global Floorball.
- A Floorball world where IFF is the governing body of the sport and speaks and represents the whole of global Floorball.
- To grow the number of the members in the core *Floorball countries*, develop the countries in the *inner circle* and engage the *emerging countries*.
- A world where Floorball acts as a democratic showcase – where all people regardless of gender, religion or political views, throughout the democratic organisational structures, organise fair and equal competitions and as organisations participates in the society.
- A feeling of belonging to the community, regardless if you are a newcomer to the sport or a world class star player.
- A world where Floorball coexists and works together with other sports for the common good.

3.1.2. World Floorball – governance and structure

In the preferred and ideal world:

- Floorball is governed on the principles of solidarity – not charity.
- IFF is actively shaping and driving the debates and issues at World level based on floorball priorities – setting the agenda in accordance with the needs of Floorball.
- A modern and democratic, efficient system of governance for all IFF organs in accordance with best practise.

- A Floorball world where IFF plays the role of an educator and is the gathering point for exchanging best practices between its members.
- An organisation that will develop and protect the integrity of the sport of Floorball.
- Receiving global acceptance – in one form or the other – by all parties involved regarding all global Floorball issues; calendar, ownership and commercialisation of the competitions and rights, release of players for national teams and other key issues.
- Self-regulated democratic and transparent well organised national associations in control of Floorball in their own countries to avoid any form of external political or financial intervention.
- Full understanding by all key stakeholders about why the IFF Floorball structures are organised in the way they are.
- A future legal environment, securing the autonomy of sports structures and the specificity of sport.

3.1.3. Competition and sport issues

In the preferred and ideal world:

- Everybody taking part in any forms of organised sport or other physical activity will then make everyone keeping fit happier. Learning and passing on the values of sport and so building a better society.
- A world where every person has the opportunity to play and where Floorball would be recognised by all sport authorities in their curriculum.
- A world where everyone has access to facilities to play Floorball.
- A world where everyone has the opportunity to watch attractive live Floorball in their countries or over the internet and/or TV.
- Competitions which achieve higher levels of Floorball quality on a global and regional level, for both national and club teams.
- A world where IFF and the national associations can give higher and higher level of coaching and referee education to its members of all ages and levels of engagement.
- A full understanding and agreement of the Rules of the Game by players, coaches, referees, match officials, the media and the Floorball public.
- A fixed international calendar, in balance with the needs of the national associations, National teams and the clubs.
- A competition framework guaranteeing optimal mental and physical conditions for the players.
- Member Associations controlling and managing all levels of refereeing.
- Refereeing of such quality and sporting culture, that all stakeholders of the sport accepts that mistakes are part of the game.
- Full respect for all match officials at all levels.
- No shortage of referees.
- A relatively higher share of women playing and watching Floorball.
- Close cooperation and an open debate with the member associations to ensure a mutual future vision and harmony in achieving our goals and objectives.

3.1.4. Key stakeholders and non competition issues

In the preferred and ideal world there would be:

- Full understanding by IFF of all the different needs, views and wishes of the different stakeholder groups.
- IFF setting higher benchmarks in the organisation and commercialisation of its rights and competitions.
- The revenue of the rights sold will help IFF to continue supporting and developing its member associations and other emerging Floorball countries.
- A sport clean of corruption and doping at all levels.
- Financially stable and independent Floorball organisations.
- Properly functioning systems of player registrations and movement at global, regional and national levels, recognising fundamental principles such as respect for contracts, sporting integrity, protection of minors and solidarity.
- All national associations legally structured and governed in ways that are according to the values of IFF and that prioritise sporting objectives above financial or other objectives.
- All national associations and clubs are run by their members, according to democratic principles.
- A supporter culture which whilst passionate, rejects violence, hatred and discrimination of all kinds and incorporates fair play and respect for opponents and others.
- Mutual respect and solidarity between associations, national leagues, clubs and players at all levels of the pyramid.

4. PHILOSOPHY

This section describes what IFF stands for, what IFF believes in and what our cultural values are. If all IFF people adhere to this philosophy, we can achieve our vision.

IFF shall pursue its objectives based on and honouring the following values:

- Equality and respect of all stakeholders and acceptance of different needs and orientations.
- Internationalism and solidarity.
- Democratic and transparent leadership in the way of conduct.
- Ethical, fair and clean competitions.
- Promote healthier life values.

4.1 IFF's philosophy

- Floorball is IFF's raison d'être.
- IFF is an association of associations based on representative democracy.
- The Floorball family must remain united.

4.1.1 The World

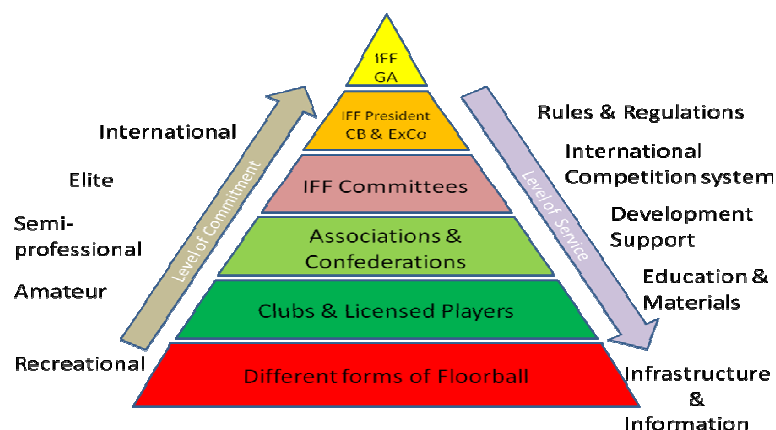
- Floorball should be a good citizen within society and the political world.
- To the rest of the world, Floorball should stand for integrity, sportsmanship and loyalty – in accordance with the principles of fair play.
- Floorball is a sport first and foremost. Floorball is IFF's priority in everything that we do.
- Ultimately Floorball is a force for good – it should make people happy!
- As a team sport, Floorball's and IFF's values include teamwork, integration, solidarity, and individual self-sacrifice for the common good.
- Floorball is entertainment, it is educational, it is a place to meet, it is belonging to a group and to connect up with each other, it is part of World culture, it keeps people healthy and fit, it is a valuable activity for society.
- Floorball can have an important role to play as a democratic showcase by helping people, through the democratic Floorball structures, to organise themselves and participate in organised society – Floorball should be open to everyone at all levels.
- Floorball is able to work in different legal contexts as long as the autonomy of the Floorball movement and its structures are respected.

4.1.2 The Floorball World

- IFF should “deal with all questions relating to World floorball” – as stated in the current IFF Statutes.
- World Floorball is structured as a pyramid with a strong base which ensures a strong top level.
- Within floorball, one specific part – elite Floorball – is not only a sport but also a possible business in the future, but sporting and ethical values should always be preserved and prioritised.
- Elite and amateur Floorball are inextricably linked through the pyramid, and each level supports the other level.
- There is a magic thread running through the whole of Floorball, from the most unknown player to the best player in the world – this link and chain should never be broken since it is a key component of the magic of Floorball.
- Clubs releasing players to national teams is a form of solidarity that has existed since the creation of sport – this is IFF's main source of funding for grassroots Floorball in the World and must be protected.
- IFF speaks for the whole of World Floorball.
- Money is never an end in itself – it is always a means to an end. In IFF's case this means achieving our vision and fulfilling our purpose.
- IFF must always strive to keep the Floorball family together.

4.1.3 World Floorball – governance and structure

- IFF is an association of associations based on representative democracy where the general assembly is the supreme controlling organ of IFF.
- Representative democracy is based on one member one vote and where the regional association represents Floorball as a whole in that region and the national association represents Floorball as a whole in that country, IFF represents World Floorball as a whole.
- Within the World Floorball pyramid, the individual is the basic cell – individuals are members of clubs which are members of associations which are members of possible Confederations and finally IFF.
- As an association of associations, IFF's philosophy is one of subsidiary, delegation and empowerment of the national Floorball associations – federalism rather than centralism.
- IFF believes in, and has a responsibility for, developing not only itself but also its members – their competences and capabilities.
- One member one vote is a founding principle of IFF, whilst the reality must also effectively reflect the range of membership and the weight and contribution of the different stakeholders.
- Separation of powers is an important principle for the effective functioning of IFF – therefore the Organs for the Administration of Justice are independent from the legislative and executive organs of IFF, and the line between the Central Board and the Administration is also clear and distinct.
- Specific aid and assistance should help member associations with the greatest need.
- IFF believes that the Floorball structures should be constructed, as much as possible, with properly functioning, democracies including consultative structures open to all key stakeholders.
- In order for the Floorball family to justify both its autonomy and the specificity of sport, and to maintain our legitimacy as governing bodies, we need properly functioning clean democracies with transparent principles.
- IFF and national associations have a natural position of power when it comes to regulate Floorball – this power must not be abused.
- IFF also has a unique position with regards to being the exclusive organizer of the official Championships and other IFF-competitions – this was always the case historically and it is only by virtue of this fact that IFF can effectively regulate World Floorball.
- Solidarity at all levels, but it is important to distinguish between solidarity and charity – there is a big difference. IFF has a central role in ensuring the essential solidarity between the various levels of sporting practice which co-exist – from recreational to top-level sport.



4.1.4 IFF as an Institution

- IFF is an association of associations and will stay that way for the foreseeable future.
- IFF belongs to its members, not the other way around.
- IFF is proactive not reactive. IFF aims to shape and drive the debates and issues – to set the agenda.
- The style of IFF is to lead, be authoritative with gravitas, be understated, discreet, tactful, respectful, and its people do not indulge in self-promotion.
- IFF does not make judgments based on who people are or what people say but rather on what people do.
- IFF is non-political and non-religious.
- IFF is straight, incorruptible, transparent, and aims to lead by example. Transparency is one of the key tools to avoid corruption. IFF has never been accused of corruption and is proud of this fact.
- IFF operates with a modern governance structure where there is a clear separation between policy and execution, and the IFF President and the CB have a leadership role in accordance with the Statutes.
- IFF's position, power and success have been built on this modern structure of good governance which separates policy from execution.
- In order to work as efficiently as possible, IFF operates according to a principle of delegated power, with checks and balances to make sure, that decisions are always taken in a proper way.
- IFF exists to lead, to serve, to continuously improve in all areas, and to be ahead and set the benchmark in everything that it does, therefore always reducing the attractiveness of alternatives whilst simultaneously locking knowledge inside IFF.
- IFF and the national associations are organizations that have a mixed political and commercial structure.

4.1.5 On-field issues and competitions

- IFF believes that promotion and relegation is an essential and intrinsic part of the World Floorball pyramid.
- As a principle, qualification for competitions should be based on sporting merit.
- Maintaining a degree of competitive balance in competitions is, in general, a positive aspect but, by definition, there can never be 100% competitive balance within a pyramid system – IFF uses sports rules to create fair competition on the field of play.
- The average overall quality of the competition is more important than the peak – the peak sets the standard to which the others aspire.
- The overall number of quality players, coaches, referees and others determines the quality of the competition.
- IFF competitions are both an end in themselves as well as a means to an end – all IFF competitions are development competitions.
- IFF club competitions are built on top of the national competitions whereby the national competitions constitute the core competitions for clubs.
- World Floorball is currently based on a system of domestic competitions and World Competition.

- “Less is more”: for example, players should only play a certain number of competitive matches per season.

4.1.6 Off-field issues and key stakeholders

- No aspects of the financial pie can be looked at in isolation – the whole pie must be considered as a whole.
- Central not individual exploitation of core rights – thus ensuring solidarity at source – and distribution mechanisms which guarantee an equitable distribution of wealth.
- Whilst maximising our revenue, sporting values must always be preserved.
- IFF strives to develop and improve relations with all stakeholders on a continuous basis.
- By creating and managing effective structures for consultation and communication, IFF aims to fully understand the different needs, views and wishes of the different stakeholder groups.
- Through constantly developing and improving our understanding of and relationship with key stakeholders, IFF can start to build a common interest and common values so that the current democratic system functions better and is less vulnerable.

5. HISTORY AND KEY TRENDS

5.1. History of the International Floorball Federation

In this part of the document, the following two essential questions will be answered:

- Why, where and by whom was the IFF founded?
- Pointing out some important milestones which characterized the history of the IFF and its advancement.

Basically, it is important that all our member associations have a sound knowledge about the history of the IFF in order to understand the past and the direction of our actions and decisions. Based on this mutual understanding it is thereby possible to build a strategy for the future together. Possible risks can be spotted and reasonable advancement steps can be set up and realised.

5.1.1. The foundation of the IFF

The short, but still active history of the IFF can be answered by four main questions:

Why was the IFF founded?

Why was the IFF settled in Sweden?

Why was the Swiss legal form chosen?

What is the main business of the IFF?

5.1.2. Why was the IFF founded?

The IFF was founded by the national Floorball federations of Finland, Sweden and Switzerland as an umbrella organization for the sport of Floorball. In order to develop the sport on a national basis, there was, especially in Sweden a need to have an international body. One of the most important reasons for forming the IFF, was the need to organise international competitions for national- and club teams for both men and women.

The founded organization was based on the principle of representative democracy, with one vote per member.

The following milestones in the IFF history are important:

- | | |
|------|---|
| 1986 | The International Floorball Federation was founded in Huskvarna (Sweden) by the floorball associations of Finland, Sweden and Switzerland. |
| 1992 | The first official IFF Congress was held in Zürich, Switzerland. |
| 1993 | The first European Cup for national club champions was played in Helsinki for women and in Stockholm for men. |
| 1994 | The first European Championship for men was played in Finland, with 8 teams. |
| 1995 | The first European Championship for women and the second for men were both played in Switzerland. To give Japan the possibility to join the IFF the tournament should be played as an Open European Championship. |
| 1996 | The first World Championship for men was played in Sweden. The Final was sold out with 15`106 spectators in the Stockholm Globen Arena.
The IFF Office moved to Sweden and the first employee was hired. |

The steady growth of the member nations and the popularity of the important competitions like European Cup and World Championships for both men and women demanded an increasing dialog with the members. As a chain of reasoning, the branch office had to be extended and more manpower for the accumulating work was needed.

- | | |
|------|--|
| 2000 | IFF gained the provisional membership of GAISF (General Association of International Sports Federations). |
| 2001 | For the first time, competitions for the young generation of athletes were held. The first World Championship for men U19 was played in Germany.
The Strategy Workshop, defining IFF's Vision was held. |
| 2002 | The first World University Championship in Floorball was played in Sweden. |
| 2003 | IFF applied for IOC recognition, but the application was never considered by the IOC, which had changed the rules for recognition. IFF signed the WADA Anti Doping Code. |
| 2004 | IFF gained on 20 May the ordinary membership of GAISF.
The first World Championship for women U19 was played in Finland. |
| 2005 | The Women's World Floorball Championships where held for the first time outside Europe, in Singapore and the Asia Oceania Floorball Confederation was formed.
The IFF Office moved to Helsinki and has three employees.
IFF started the Development Programme, with a seminar block for coaching, refereeing and administration. |

In order to strengthen the development of Floorball in Asia and Oceania, the IFF initiated the formation of the Asia Oceania Floorball Confederation. The principle was to have a local based organization to coordinate the development of Floorball in the region. The AOFC has later employed a person and set up an office in Singapore, with the help of the Singapore Sports Council and the Singapore Floorball Association.

2007 IFF decided to change the International Competition Calendar in order to develop the sport. The International School Sports Federation organized the first ISF School World Championships in the Czech Republic.
IFF applied for the IOC recognition for the second time in December.

Floorball has gained supporters world-wide. Numerous new member federations have joined the IFF family. Because of the increasing number of member federations, international tournaments had to be partly reorganized. Qualification tournaments and ability groups were launched in both men and women championships, as well as in international club competitions and elite-and young generation of athletes world championships.

2008 IFF started the strategic planning process – IFF Future Vision.

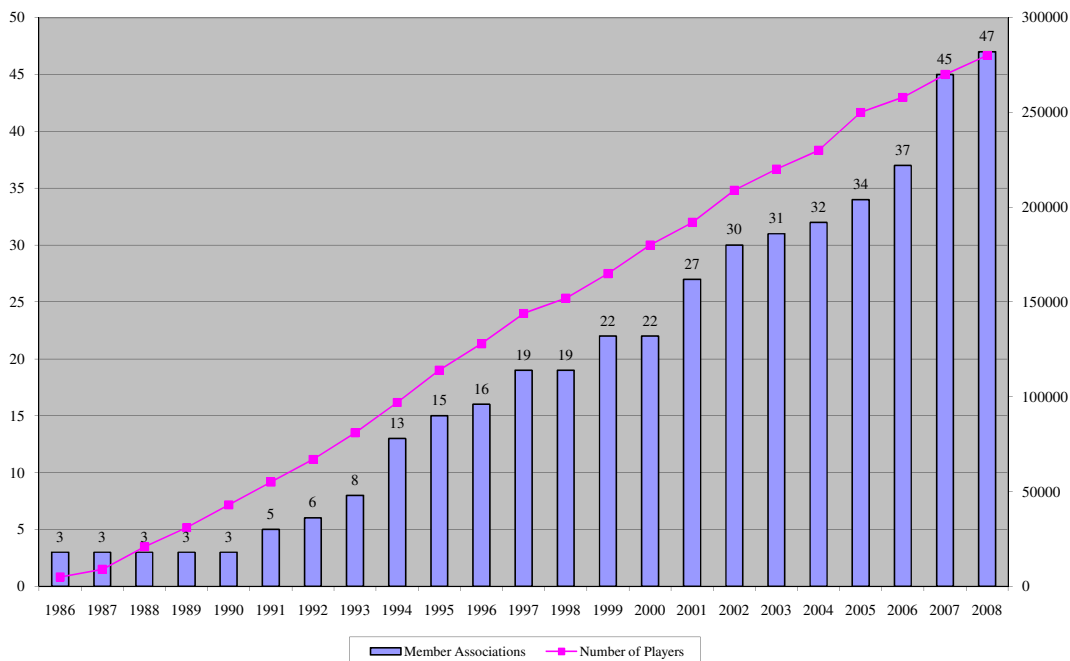
IFF Presidents

1986-1992 Andras Citrom, Sweden
1992-1996 Pekka Mikkala, Finland
1996- Tomas Eriksson, Sweden

IFF Secretary Generals

1986 – 1987 Christophe Soutter, Switzerland
1987 – 1991 Stefan Kratz, Sweden
1992 - 1994 Gottlieb Kundig, Switzerland
1994 - 1996 Andrei Liennhard, Switzerland
1996 - 2004 Stefan Kratz, Sweden
2004 - John Liljelund, Finland

Development of Number of Member Associations and Number of Licenced Players



5.1.3. Why was the IFF settled in Sweden?

After the foundation of the IFF, there was not really a lot going on, in the international scene and the activity started to gradually raise in beginning of the 1990's and after the Congress in 1992, the first IFF office was located in Switzerland in relation to the Swiss General Secretary. As there were more and more tasks laid upon the IFF by its member associations, the need for a full time employee grew.

From the very beginning, Sweden has been the federation with most members and Sweden is seen as a modern country with a high social standard and political stability. This led to, that when the Swedish Federation offered Solna (near Stockholm) as the host-city for the first IFF-office, in connection to the Swedish Federation office, the IFF 1996 Congress decided to move the Office to Sweden. At the same time, the IFF could benefit from cooperation with the Swedish Floorball Federation in the areas of infrastructure and personnel resources which was an advantage for the IFF members. The decision was still to keep the IFF registered in Switzerland.

The time from 1996 to 2004 was the time for building the basic structure of the IFF operations and formatting the activities. During this time still a lot of even the operational work was done by the volunteers in IFF. The IFF was growing continuously and the growth of competitions and the need to become more professional needed an expansion of the personnel and infrastructure resources.

Starting in 2003 the IFF CB had sat together a development plan for the IFF where the idea was to focus more on the development of the organization. This process led to a proposal from the Finnish Federation to host the IFF Office for at least six years (2005 – 2010), paying for the office space

and one office clerk. The IFF General Assembly approved the proposal and the IFF Office moved to Finland during spring 2005. The 2004 General Assembly also decided to focus more on three main topics, mainly development, marketing and political work towards the sports world. This decision also set the phase to develop the organisation and strengthen the office.

5.1.4. The legal form of the IFF

The IFF is a typical association in terms of the Swiss civil code (ZGB 60 ff.). The club (association) is – accordingly to the doctrine of management – a non-profit organisation (NPO).

This legal form allows the sport associations a higher flexibility and autonomy to organize the own activities and to impart values.

5.1.5. The traditional activities of the IFF

The most important traditional activities of the IFF were:

- Promotion, protection and advancement of Floorball worldwide. These supportive actions took place both on and beside the court through effective instructions, regulations, and cooperation.
- The IFF central board is elected by the GA and is responsible for leading the IFF operations, under the principle of corporate governance. The strategic organ, the Central Board (CB) is assisted by an operative office, which is responsible for the administrative implementation of the daily business.
- Awarding and administration of all international championships for both club teams and national teams.
- Promotion and advancement of the international championships.
- Requirements in the range of the international game schedule.
- Handling and checking of international player transfers.
- Organisation and advancement of new member countries. Furthermore, development courses in administration, coaching and referee section are organized by the IFF.
- Intensive and qualitative promotion in the referee section. The basic education is spread by the development seminars. The work with nominated official IFF referees during an international game is done by the referee committee of the IFF.
- Cooperation with the manufacturers in the range of floorball equipment. Sticks, balls, goals, rinks and goalkeeper equipments are products which have to fulfil a quality label to be used during official games.
- Advancement and standardization of the international playing rules and tournament regulations.
- Introduction and advancement of disciplinary authority and jurisdiction.

5. HISTORY AND KEY TRENDS

5.2. Key Trends and History

The following Key trends and changes have been identified, both in the past effecting the development of our sport, as well as the ones that will only have an effect for the future, when it comes to shaping the evolution of IFF. The Key trends are covering as well general trends affecting the society, the world of sports and Floorball specifically, guiding our development.

Some important trends and milestones have and will influence the history and development of the IFF. Some changes have brought some positive energy, whereas some changes are still in the flow and are not to be judged before results are visible. The basis for this chapter is to try to construct what the surrounding world will look like, where IFF is to utilise our vision, in the future. Which are the key trends and social changes that we need to react to?

The following key trends and changes have been identified, effecting all levels and forms of Floorball – for example the level of involvement, i.e. elite, semi-professional, amateur Floorball and different forms of recreational Floorball. The purpose of listing the trends is to have the similar basis for analysis of where we are coming from, to establish the causes for our present stage of development and to be able to identify the possibilities, opportunities, risks and threats Floorball faces in the coming decade.

5.2.1. IFF Growth

Since the growth of Floorball has been very rapid and organic in the first decades of IFF existence, the need to structurise and find a generic growth is needed to secure the continuation of the success story. The growth of Floorball has been changing during the last decade. First the growth was only on the horizontal axis, spreading Floorball across regions and countries. The second phase has been the development of Floorball also on the vertical axis, where the quality of the organisation has started to develop and the series have moved into a semi-professional mode in the biggest countries.

- Floorball continues to grow in the existing countries and is spreading to new countries.
- The generic growth will move to the regions where Floorball is not played in an organised way, like South America, Asia and Africa.
- In order to secure the horizontal and vertical growth of Floorball, IFF needs to adopt policies to master this polarisation amongst its members.
- The core members will continue to develop the elite level sport further in cooperation with IFF and gain additional players on the recreational side.
- The inner circle of our members will gradually move to develop their organisations and the quality of their operations.
- The emerging markets will continue to develop the sport in an organised way, still keeping the main focus on playing the sport.
- The IFF organisation will grow and take responsibility for additional services to our member federations.
- The cooperation between IFF and its members grows deeper to strengthen the well-being of the sport, in order to form a common path for the future development.
- Branding the name of the sport: Floorball.

5.2.2. Social Changes

The General population, especially on the western hemisphere, grows older and the younger generations becomes smaller in number, which eventually will lead to a competition of players between the sports, in these parts of the world. At the same time the financial polarisation of the world will continue, with additional financial wealth and an increased focus on consumption. The society is changing rapidly and becoming smaller, via the development of the information technology.

- Competition of players between other sports increases, leading to concentration of human and financial resources to sports that are more publicly popular.
- Demographical changes in society, with an increase in an alternative leisure pursuit in non-commitment activities, computers and internet.
- The data-technical development increases on all levels and a part of the general population will not be able to follow this development.
- Part of the society will be able to use the technical development even more, thus leaving some outside, this will create innovations to the sport itself, driven by the players themselves.
- The new technology will change the way we communicate and gather together. There will become new forms of “belonging to a community”.
- The gender issue will continue to be important and additional women and girls will start to play Floorball.

5.2.3. Globalisation and commercialisation

The society becomes more multicultural and the traditional national borders will gradually disappear, however the formalization of bigger unities will eventually happen. This is due to the free movement of persons and resources and the globalisation of cultures, finances and organisations. The increase in revenue will occur on both national and international levels in sport and will continue to form sport, giving possibilities to develop new projects and threatening sports by the needed return on investment, which is leading to the totalisation of sports.

- The social values changes in tact with the commercialisation of the society.
 - Increase of available and needed leisure time.
 - Selling of immaterial rights will increase and move more to the individual level, instead of the collective level.
 - In sports clubs and federations are moving into limited companies.
 - With the increased multiculturalism, the need for tolerance will increase.
 - The financial polarisation will increase and the sport needs to adjust to this, by creating opportunities to play regardless of socioeconomic backgrounds.
- The volume of Floorball driven commerce increases.
- Floorball manufacturers are demanding return on investment for their contribution to the development of the sport, if Floorball is not growing fast enough for their needs.
- The number of Floorball material manufacturers will decrease, due to acquisitions and buy-outs.

5.2.4. Society values

The general commercialisation, as well as in sports leads to a smaller number of volunteers running and administrating it, driving sports more into an individualistic orientation. It is not more generally

as well accepted to work without a clear value for your contribution. The volunteers are starting to value their contribution in monetary terms.

The fact is that gradually, the sporting and ethical values are being eroded under increasing commercial /financial pressure. There is an increasingly growing lack of respect among the society for the decision of the sport bodies, and a tendency to start challenging decisions based on purely their own objectives and ending taking them to court.

- The way people values sport organisations will change.
- Moving from being a member to becoming a client.
- Moving from a common hobby to buying services.
- Moving from a community to an individual approach.
- Persons are not willing to join clubs/organisation in order to play or to bring their voluntary stake for the common good and are ready to pay in order to receive the service.
- Individualism is growing stronger and the lack of social commitment increases.
- The importance of the Sport leads to an increased desire for power and to steer the sport.
- Sport becomes even more a Lifestyle, due to the increasing commercial aspects targeted on the average participants.
- The visible lifestyle will affect the sport in order to keep the lifestyle business rolling.
- Moving from street fashion to sport fashion.
- Sport industry moving towards the ordinary consumer with a fashion offer instead of a sports offer.
- Floorball starts to change in the present countries from an alternative culture towards a main stream culture.
- Floorball is turning into a real business, bringing bigger players into the market.
- Product branding of the Top Sport.

5.2.5. Health and wellness

The need for sports enhancing general well-being and health increases, due to the social changes in society. The general expectations towards sport and the function it is serving becomes more complex, including on one hand fair play and on the other hand looking over the moral values of sport. The governments and the market forces will guide their resources to create general well-being and health services, instead of focusing on supporting competitive sport, especially outside the major medialized sports. Due to the erosion of the sporting values, the focus on the value of Fair Play and a Doping free sport will become even bigger in the future. There will be even more precise and specific monitoring systems and requirements created, in order to prevent doping abuse in the future, driven by the governments and the international sports family.

5.2.6. Solidarity and Development

There is a social trend of the erosion of the solidarity principle and this trend has set a number of the solidarity mechanisms under heavy attack and in some countries disappearing totally. The trend of diminishing solidarity is due to the overall need to for financial gains which is forcing the development in this direction. In order for the sport to act solitaire and still develop the sport, it is very important that the ownership of commercial rights are kept inside the sports community, since the sell-out of this rights have rapidly effected the solidarity.

- The financial polarisation will affect the level of competitions; due to that financially stronger clubs can build more competitive teams.

- The number of federations where only the athletes who have the financial possibility to participate will increase, in countries where the sport is just started and it is possible to still play with low initial costs.
- The change of philosophy is needed – where the sport organisations set out to help and support the development of its members and emerging markets.
- The development seminars will continue to play a central role in the development of world Floorball, creating different solutions for federations and their organisation depending on the development stage they are in.
- The sports community need to target their volunteers in order to increase solidarity.

5.2.7. Organisational structures change

Based on the present development of the society at large the cooperation of different non-governmental organisations is forced to grow deeper. The overall pressure to fully commercialise sport will increase and the deviation of professional sport and recreation will continue to grow. The task for sport is to keep up the traditional competitions, based on the efforts made by the participants.

The development of professionalism will make the sport more like entertainment, thus giving it the possibility to become technically more advanced, since the players are professionals.

- The flow of information and the number of messages multiplies.
- Development of Professionalism.
 - More games, longer series – hard to find dates for international competitions.
 - Rivality between national and international competitions increases.
 - Increased payments to players, referees and coaches.
 - Increased use of agents and selling of players.
 - Increased amounts of work opportunities in clubs and associations.
- The importance of Floorball as an alternative for the increasing sport culture.
- The development of international level players will increase the movement and transfers of players, the usage of agents and moving into player trade unions.
- The activities are better planned and organised, with higher set goals.
- Role of National governing bodies.
 - Possible risk of a shift from national associations to top clubs/leagues, if the national associations are loosing control over the national leagues.
 - The national associations will be even more part political part financial entities, which can lead to political appointments weakening the performance of the organisations.
 - The different needs of the different member associations will continue to grow.

5.2.8. Facilities and Infrastructure

The key question for sports is the need of facilities and infrastructure in order to be able to act and perform. The changes related to the diminishing efforts put up by the governments to support social movements, like sport clubs and the privatisation of sport facilities will add to the social change and enhance the commercialisation of sport. The focus has been to build bigger and bigger arenas for the use of the highest level elite sport, but at the same time the need to secure the lower end user has been neglected. The playing space for children and youth has decreased and will continue to do so.

- The commercial influence on sports grows bigger, pushing the governmental influence aside.
- There will be an ongoing battle for facilities to play sports in the future.
- Floorball will adjust to the situation, in order to exist – play where ever it has space and chance.
- The playing of Floorball continues to find new forms and places.

5.2.9. Media

The fact that sports needs the media; in order to have its fair share of visibility will grow even bigger in the future, where smaller sports have to pay in order to be aired. The number of available channels will continue to increase, so air time will not in the future be the problem. The question however is - who is going to finance it? The approach to buy airtime, in order to popularise Floorball among the big audience has to continue, even though it means small or none revenue, but an increased visibility. The rapid development of new media technologies, primary the digitalisation of TV and the internet related media, has opened the door for firstly advertisement funded and then pay per view broadcasting. At the same time the former state own TV monopolises are being privatised and their duty is changing, which heavily effects the distribution for in particular the smaller sports. The commercial TV concentrates around a few trendy sports, related to the fight for viewers in the increasing leisure time availability for people.

- The Media continues to form and change the way sport is played and structured.
 - The totalisation of Sports, where additional resources, better athletes, more matches and more spectators are needed will continue to grow.
- TV will continue to shape the sporting environment:
 - Creation of new type of leagues and competitions (EFT).
 - New types of leagues.
 - New Rules (material, playing time, floor colour etc.).
 - Focusing on the decisions of referees.
 - Changing the traditional competition structures, like power breaks, face-off times, number of players etc.
- The traditional printed media will still stay important and will be even more important for the smaller sports.
- Development of new technologies:
 - Internet based TV.
 - Direct streamed live games for pay per view.
 - Internet based gaming will effect sports.
 - TV structure.
 - TV new technology.

5.2.10. Governmental Intervention

The need for the governments to control sports will increase; due to the commercialisation and globalisation of the society and the effects this will have on the deregulation of ethical values, like betting, doping abuse, fixed matches and criminal elements using the sports industry to legalize their operations. At the same time the traditional club and volunteer activity is degenerating, which leads to the fact that the governments will have to take over the traditional responsibility of the third sector in providing and producing sport services. Also the need to get people to move will increase,

due to the changing values, where sport is no longer seen as an automatic choice and the younger generations are getting bigger and less fit. The interest of sport organisations collides with the interests of the surrounding society.

- The State will continue to increase the intervention in the life of the associations both nationally and internationally, with the growing number of requirements.
- Concentration of interests in the sports world.
- Civil courts vs. Sport jurisdiction.
- White book of sports of EU.
- In Floorball the smaller associations are seeking recognition from their governmental authorities and the larger associations are seeking representation in the national sports organisations.

5.2.11. IFF Events and Competition

In order for Floorball to not only survive, but to become an important player on the sports market, IFF needs to organise interesting and financially valuable competitions. At the moment it is only the major events that are financially profitable, due to the still low commercial value of the events. The need to interest the critical mass of spectators and fans, is related to the number of events and the level of them. The made decision to change the playing structure of the World Floorball Championships and their qualification is a move in this direction as well as the change of the club competition – the EuroFloorball Cup. The reason behind the new International Competition Calendar was the need to streamline the IFF competitions and raise the spectator and the commercial value of them.

- The top level professional sports continues to polarise into market driven entertainment and other top sport, leading to a differentiation between competition sports and polymorphic playing for fun.
- Diversifying new sports and new versions of old sports into subcultures.
- One risk is that the Clubs want to take over the sport and organise own competitions.
- Playing Floorball becomes more goal oriented on the top level all over the world.
- The IFF major events will start to contribute financially and will give possibilities to fund development and support member associations.
- The Quality licence system for participation in IFF Events for member associations will strengthen the national associations and make the competition better, allowing all nations to play important international matches.

5.2.12. New Media

The continuing development of New Media will change the distribution of sports news and stories electronically and also change the value perception of the product as a whole. The need to follow the development and actively change accordingly will increase and the sports that are proactive will greatly benefit. At the same time the internal Floorball new media structure, might be threatened by a commercial wave of media, since the strong internal internet structure Floorball has, has been built as a contra force to the lack of news in the major printed and electronic media.

- Need of new and better stars.
- More social driven financial phenomena will occur outside the field of play.
- Own network of alternative forms of channels.
 - Own hood, with a lot of sites.
- The conflict Floorball faces is whether to choose live streaming of matches to the already “saved souls” or fighting for national and international TV broadcasts.

6. STRATEGIC OPTIONS

The purpose of this document is to outline the chosen strategy for the coming decade for Floorball and the IFF. In order to focus on the operationalisation of the Strategic vision, this section develops a preferred option for the top-level strategic direction of IFF and World Floorball over the next ten years, in accordance with – and in addition to – the agreed Purpose, Vision, Philosophy, and History and Key Trends. The main areas are described below, containing a number of strategic issues that were not explicitly covered already in the previous sections. It is for the IFF Central Board and its committees and functions to plan and take the appropriate actions in order to follow this chosen strategy.

1. Overall purpose and structure of IFF
2. IFF Stakeholder Strategy
3. Division of tasks between IFF and the member associations
4. Increase the level of capability and capacity of IFF and its member association
5. Structure and division of tasks between IFF and the confederations
6. Development of different types of Floorball
7. Developing the sport for the future
8. Strengthen the IFF brand and increase the visibility of Floorball
9. Political intervention in Floorball
10. Securing the financial recourses

6.1. *World Floorball*

It is a basic assumption that IFF is and will be an association of associations based on the principle of representative democracy.

6.1.1. Overall purpose and structure of IFF

Selected Option

The Central Board of the IFF should remain composed solely of national associations, in order to increase and take benefit from the knowledge of the member associations, the experience of running the sport as well as to take action based on the views of the members in the work of the IFF CB committees and functions.

IFF is continuously building an own network, looking even more into the surrounding society, in order to strengthen the capacity to achieve our set objectives.

Rationale

The National associations are the owners of IFF and therefore the decision making bodies should fully reflect that, still keeping in mind our other stakeholders and interest groups which must be involved in the decision-making process. IFF must develop effective structures and relationships with these stakeholders and interest groups.

Regardless that the current Floorball world appears calm, it is without doubt that major challenges lay ahead, some already identified in the previous sections of this document. Therefore the IFF organisational structure must continue to develop, in order to stay one step ahead of the changing world and Floorball structure.

Actions

- To further strengthen the internal organisation on all levels and look over the way of conduct so that it gives maximal efficiency.
- To actively use the existing network to develop Floorball and receive new member associations and foster them to grow both in quantity and quality.
- To find new partners and opportunities to fulfil the strategic targets.
- IFF supports gender mainstreaming and the increasing participation of women both on the field and in the organisation.

6.1.2. IFF Stakeholder Strategy

Selected Option

IFF should continue through dialogue, not defence to update and amend the Floorball family structures and relationships in order to take into consideration the views of our different stakeholder groups in our planning and decision-making process.

Rationale

As a principle, the better the relationship is with our stakeholders and the better we understand their needs and views, the easier it makes it for us to communicate and cooperate with and if needed educate them, which then gives us a better and smoother decision-making process, leading to a greater support of the current structures in possible times of difficulty or tension.

The need to understand the different expectations of our stakeholders and the capacity to offer solutions for them is an essential building block on the path to fulfil the IFF objectives and to have a flourishing organisation. The current IFF internal structure, which brings benefits to all stakeholders when it functions effectively, can only survive in the long-term future if it actively updates its structure and operations taking into account the new realities surrounding us. That does not mean that any basic principles needs to be compromised or changed, but it means that all structures, activities and relationships at all levels in the organisation need to continuously improve.

The organisation of IFF has changed dramatically during the last few years, moving from a volunteer driven organisation to a organisation of corporate governance, where the execution lays with the office. With the full implementation of the Executive Committee, special functions and the strengthen administration, IFF has been able to operate with a much faster decision-making process. The committees and functions are playing an important role as an interface between the associations and the IFF. These organisational structural changes have made IFF much more flexible and responsive towards its stakeholders.

Actions

- To include more people all over the world in the decision making process.
- Enhance the knowledge level of IFF actors, so that the IFF committee and working group members and the staff represents the highest level of strategical expertise.
- IFF to define what type of knowledge and skill sets is needed from its volunteers and informs its members about this.
- IFF shall educate more volunteers, from new countries, to act in international positions.

- IFF shall increase the interaction with its stakeholders, based on a need assessment analysing the potential pros and cons from the stakeholders perspective finding new ways of adopting member services.
- IFF shall build its activities based on achieved knowledge from experience, where all volunteers represent the highest level of performance.
- To increase the mutual trust in persons elected for a position in IFF.

6.1.3. Division of tasks between IFF and the member associations

Selected Option

IFF should expand its co-ordinating, coaching and monitoring role, but the majority of tasks in this area should continue and be fulfilled by the national associations.

Rationale

The national associations are in the best position to define their own needs and strategies, when it comes to Floorball in their country, depending on the present situation. IFF does not have the resources, nor the interest to locally develop Floorball in its member countries. IFF's role should be to govern the whole spectrum of Floorball, regardless of field size and number of players. It should be a supportive partner to its member associations, a proactive facilitator and enabler through learned best practise.

Actions

- Gathering and disseminating best practice and project ideas from all over the world.
- To share experience in the areas of coaching, refereeing and organisation by educating trainers through “train the trainers”.
- Lobbying with political bodies and supporting national projects.
- Controlling and monitoring national development programs.
- To increase the knowledge of IFF and enlighten why IFF plays an important role towards the members and through this increase the commitment of our members towards our decisions and activities.
- To develop the IFF information function to become more informative and enhancing the unity of the Floorball community.

6.1.4. Increase the level of capability and capacity of IFF and its member association

Selected Option

Continue to implement and develop the Floorball Development Program as a first step in achieving more transparency and understanding on where IFF wants to take international Floorball. In order to be able to increase and enhance the democratic and transparent principles, IFF needs together with the member associations to examine and analyse how IFF could better service its members.

Rationale

IFF and the whole Floorball community will only be as strong as the different national associations who are IFF. There is pressure from both inside and outside the Floorball family to streamline the operations of our member associations, as well for IFF to be more efficient and look over the way

we are working. Globally in sport there is a trend in sports of a shift in power away from the national associations, towards outside forces.

IFF and the member associations are taking a number of several actions concurrently, in order to enhance the capabilities and power of the IFF and the member associations:

- IFF spreading the best practice through the development seminars.
- Educating both internal and external stakeholders about the Floorball organisation, raising the standard of the Floorball community.
- Introducing new regulations, such as the IFF Events Licence system, which is to improve the level of IFF Events and the national organisations of the Member Associations.
- Controlling the development of Game rules, in order not to move the sport to fast in new directions, keeping the integrity of the sport.

Actions

- To increase the level and forms of service to its members depending on the present needs and level and lifespan of development (Core, inner or emerging).
- To work with building of a new Information system, which would penetrate the different layers of the member associations, in order to spread information faster and reach out to the respondents much more effectively.
- Continue to enhance the quality of our member's activities through the Development program, in spreading the sport, creating possibilities to play and giving models how to run organised forms of series in our young sport.
- To find new forms of supporting the interaction between the member associations, in order to spread best practices and ideas and building role models.
- Building an easy to use statistical competition system, which would be usable for the member associations.
- To spread the knowledge of what a good infrastructure is for Floorball, support development of Floorball materials and to increase knowledge of how to produce or build Floorball materials for new markets.

6.1.5. Structure and division of tasks between IFF and the confederations

Selected Option

IFF shall develop the co-operation with member associations and the confederations in order to be able to fulfil its own statutes. It is for the IFF and the respective national associations to choose the way the confederations will be organised.

Rationale

The division of tasks and competences between IFF and the confederations should be evaluated with an over lacking view of what type of tasks are needed to be conducted by the confederation, so that they are being developed in the best possible way for Floorball. As long as Floorball is growing there is a need to control and monitor the process from an IFF level, in order to have only one sport.

Actions

- IFF must seek the optimal solution when it comes to the number and function for confederations.

6.1.6. Development of different types of Floorball

Selected Option

IFF and its member associations should continue to foster all level of Floorball played – elite, semi-professional, amateur and recreational and also support the national initiatives of different forms of recreational Floorball as different parts of the puzzle. As a part of this IFF will work towards participation in the events of the World Games, the Universiade and as an ultimate target the Olympic Games, when IFF and Floorball fulfils all the needed requirements.

Rationale

The IFF and the national associations have a central role in ensuring that the essential solidarity between the various levels of the sport, keeping in minds the need of the players. IFF is focusing on the top international sport and this then gives a bigger responsibility for the national associations to look after the recreational part of the sport as well as the national top level (elite) sport.

Actions

- Finding new forms of spreading Floorball to countries, with limited infrastructure, in order to popularise the sport.
- Secure the participation of all associations with their best available teams to our competitions and the competitions IFF is invited to.

6.1.7. Developing the sport for the future

Selected Option

IFF shall work towards developing the sport on all levels, so that the brand of Floorball gets widely known. In addition to this the sport needs to additionally commercialise the IFF major events in order to finance the development of Floorball.

Rationale

The branding of Floorball means that there needs to be additional actions taken in order to find new forms of co-operation with the organisers of the major Adult World Floorball Championships. This means that we need to add other elements than just the sport it self, in order to get a real taste and smell of Floorball, that is unique. The commercialisation will also demand to have better, more committed coaches, referees and players, which will mean that the associations and clubs will have to develop their operations into a more professional way, which does not necessarily mean higher player salaries.

Actions

- Increase the sport specific marketing in connection to events, giving more spectators, more fans, a greater awareness, resulting in additional resources.
- Creating positive images about Floorball and player profiles, with tight and spectacular matches, still keeping in mind fair play and happiness of the sport.
- Secure the participation of all members in the World Floorball Championships and Regional Championships.
- Renew the IFF License system after the few first years of usage.
- IFF shall support the integration of all Floorball players regardless of gender, race, religion or sexual orientation, increasing the number of opportunities and amount equality and respect.

6.1.8. Strengthen the IFF brand and increase the visibility of Floorball

Selected Option

IFF shall develop the content of information, based on a strategic plan, together with the member associations, strengthening the interaction of the different parties working in order to increase the visibility and a strong attractive brand of Floorball globally.

Rationale

Seeking possibilities to change the public image of Floorball, moving the perception from a solely recreational activity to also a seriously committed global competition sport. Here the national associations and the Floorball community plays a really important role, since we are actually partly downgrading our product, when we talk about Floorball.

Actions

- IFF must make a clear deviation between an informational service for the “players” (internet) and a service to the broad audience (TV), securing the visibility of the sport.
- IFF shall publish a yearly International Floorball Magazine to increase the visibility.
- Together with our stakeholders build up an international Floorball Community, giving commercial value to the sport.
- To strengthen the IFF brand as an attractive organisation of great quality and in our communication describe the IFF as a modern, productive and attractive organisation
- To strengthen the image of the IFF brand as top-level quality sport.
- To enhance the consciousness of the important role of all IFF officials and their actions in building the IFF brand.

6.1.9. Political intervention in Floorball

Selected Option

IFF and its member associations shall work towards full independence autonomy for the Floorball community, following the policy where it is clearly stated that:

- All members are treated equally.
- All types of political intervention or influence coming from outside the Sports family is prohibited.
- Ensure that all actions are well co-ordinated with political and governmental institutions.
- Recognise that political authorities also play an important role as partners in supporting the World of Sport and Floorball.

Rationale

It is of the utmost importance that all members are treated in the same way when cases of political intervention occur. In addition to the above, the adoption of standard statutes by member associations should assist the situation, as should increased transparency, accountability, absence of corruption, democracy and solidarity as discussed elsewhere.

Actions

- To actively follow the development of the position of sport inside the Continental Governmental organisations (i.e. African Union and European Union) and the United Nations
- To follow the rules of WADA and to inform the national associations of the requirements as a part of the need to fulfil the requirements of the international sports family.
- To increase the level of knowledge and finding new ways of informing in changes in the anti-doping work.

6.1.10. Securing the financial recourses

Selected Option

IFF shall develop sustainable solutions to the different questions relating to finance, funding and distribution in World Floorball, maintaining the independency and securing the operational functionality of IFF.

Rationale

IFF has an obligation to take specific measures regarding the financial well-being of World Floorball in order to avoid instability and polarisation of its members, when it comes to participation. There are needed global solutions, in order to find a mutual point of view and harmony.

Actions

- IFF must seek proactive solutions to utilise its rights ownership in a more effective way.
- IFF shall safeguard the financial solidarity within World Floorball.
- IFF shall increase the resources on all fields, in order to deliver a better service to its stakeholders.

7. DEFINITIONS

Words such as “Mission”, “Vision” and “Strategy” tend to have different meaning for different people. The “Definitions” section is to ensure that everyone has the same understanding of the terminology used in this document.

Consideration should be given to whether any of the definitions bellow – for example “Floorball” and/or “Member association” – should be formally incorporated into the Statutes.

Floorball:

All forms of the Floorball played and organised by associations who are members of IFF and its Confederations, with the competition form with 6. vs 6. and the recreational forms (3 vs. 3, 4 vs. 4).

Elite Floorball:

Top series Floorball in the bigger countries, with a big number of teams participating and a vast number of matches played in the respected leagues.

Semi-professional Floorball:

The non-amateur or the vast of the vast mass of Floorball, which fits somewhere between elite and amateur. Definitions of elite and amateur vary from country to country.

Amateur Floorball:

Floorball played on a lower level in series in bigger countries and on all levels in smaller countries.

Recreational Floorball:

Includes all type of Floorball played both outside and inside the associations series systems

Core countries:

Countries where Floorball has been played for over 15 years and the federations are organising competitions for men, women, juniors and other groups, with educational activities in coaching and refereeing, with a broad administration

Inner Circle countries:

Countries which have developed fast and started to reorganise their structure to become more focused on education, development and competition, but still are mainly run by volunteers.

Emerging Floorball countries:

Countries where Floorball is still being developed on a lower level, with only a few series and only volunteers

Stakeholders:

Those individuals or groups who depend on the organisation to fulfil their own goals and on whom, in turn the organisation depends.

Strategy:

For the purposes of this project, “strategy” is defined as: “the direction and development of World Floorball over the next coming decade”.

Purpose:

Why are we here? What is the reason for our existence?

Mission:

How and what we are doing in order to live up to our existence.

Philosophy:

What does IFF stand for? What does IFF believe in? What are our guiding values?

Vision:

Desired future state – the aspiration of the organisation

Key Trends:

Which are the social factors affecting the world we are living in and the way Floorball has been governed?

International Floorball Federation

IFF



IFF STRATEGICAL VISION

2009 – 2020

Management Summary

THE IFF STRATEGICAL VISION 2009 – 2020

MANAGEMENT SUMMARY

1. INTRODUCTION

The International Floorball Federation (IFF) has run World Floorball for more than 20 years, mostly with little or no opposition or assistance, relying in the beginning on the support of the three founder nations – Finland, Sweden and Switzerland. Over the past years the interest in the game has grown tremendously and there are now active groups all over the globe, on all continent's who believe, most times with good reason that they are acting in the best interest of world Floorball. This document is trying to find a mutual way to develop Floorball based on all the different needs in the IFF member countries.

The fact remains that IFF has to ask itself why it exists, what it believes in, where it wants to be in the future and how it is going to get there. The purpose of this process, the chosen strategy and the vision and mission of IFF is defined as: "the direction and development of Floorball worldwide during the coming decade".

2. PURPOSE

Working in harmony together with our member associations and confederations is essential for the welfare of Floorball worldwide. The best way for IFF to be recognised as a true authority and leader is by serving all its stakeholders and partners in the best way possible. In addition to what is included in the IFF Statutes the purpose for the existence of IFF is defined in the following Mission Statement.

IFFs core mission is to promote, develop and most of all nurse and service our stakeholders and further protect World Floorball at every possible level of the game and finally to spread the knowledge based on the principle of unity, equality and solidarity and to deal with all questions relating to World Floorball.

IFF is an association consisting of associations, existing for the associations, based on the principle of representative democracy and its governing body of all types of World Floorball. Floorball is the priority in everything we do.

3. VISION

The basis for our existence for the first two decades has been to spread, grow and develop the sport globally and at the same time seek an official approval and recognition from the international sports community. The strategic vision, for the upcoming decade, is defined as follows in the IFF Vision statement:

To be the internationally approved sole owner of the dynamic sport of Floorball and all its different forms and identities and serving as an attractive sport for all. Being a healthy organisation with sufficient human and financial resources, with over 100 national member associations, having and organising their own national championships and five continental confederations.

Floorball is adaptable to be played on a global level taking into consideration all the different infrastructural conditions, according to the standardised game rules, with a WFC played with participants from five continents, based on the qualifications and being on the program of the Universiade, the World Games and/or the Olympic Games until 2020.

4. PHILOSOPHY AND GUIDING VALUES

We can achieve our vision if all persons working for World Floorball adhere to what IFF stands for, believes in and what our cultural values are. IFF shall pursue its objectives based on and honouring amongst others the following values:

- Equality and respect of all stakeholders and acceptance of different needs and orientations
- Internationalism and solidarity
- Democratic and transparent leadership in the way of conduct
- Ethical, fair and clean competitions
- Promote healthier life and social values

5. HISTORY AND KEY TRENDS

It is important that all our member associations have a sound knowledge about the history of the IFF in order to understand the past and the direction of our actions and decisions. Based on this mutual understanding it is possible to build a strategy for the future together. One of the most important reasons for forming IFF, was the need to organise international competitions and then to promote Floorball worldwide. The steady growth of the member nations, the popularity of the IFF competitions, the increasing branding and marketing of Floorball, the increasing co-operation with the international sports community and the proactive development work in spreading the sport demanded an increasing dialog with our stakeholders. During this time still a lot of operational work was done by volunteers in IFF, so there was a need to become more professional needing an expansion of the personnel and infrastructure resources. This led to a change of policy; focusing more on three main topics; development, marketing and political work towards the sports world as well as strengthening the organisation.

Since the organic growth of Floorball has been very rapid, it has started to change during the last decade. First the growth was only on the horizontal axis, spreading Floorball across regions and countries. The second phase has started the development also on the vertical axis, where the quality of the operations has been in focus.

The following key trends will continue to form the development of Floorball worldwide:

- The IFF organisation will grow and take responsibility for additional services to our member federations.
- In order to secure the horizontal and vertical growth of Floorball, IFF needs to adopt policies to master this polarisation among its members.
- Demographical changes in society, with an increase in an alternative leisure pursuit in non-commitment activities, computers and internet.

- The way people value sport organisations will change, moving from being a member to becoming a client.
- There will be a commercial need to have more games, longer series and the risk for rivalry between national and international competitions increases.
- There will be an ongoing battle for facilities to play sports in the future, where Floorball will have to adjust to the situation, in order to exist – finding new forms and places to play where ever it has space and chance.
- The Top level professional sports continue to polarise into market driven entertainment and other top sport, leading to a differentiation between competition sports and polymorphic playing for fun.

6. STRATEGICAL OPTIONS (CONCLUSION)

Our objective is to work closely together with our member associations to support and strengthen each of them in their own organisational and sports development within their country, in order to spread and develop the sport of Floorball.

We aim, together with our stakeholders, to perform the following:

- Protect and promote Floorball as a sport, where the game is the same all over the world.
- Involving our member associations more in the general discussions, which will help us to understand the problems and challenges of the members and through the commitment of all stakeholders enhance the development of Floorball worldwide.
- Further develop our development programme to give specific and targeted aid and assistance, in order to help the member associations accurately on their different development levels.
- Support and strengthen the different forms of grassroots Floorball along with the top level competition sport.
- Increase the participation in the game, regardless of age, gender, religion, race or social background.
- Promote the positive values of sport, including fair play and a doping free sport, giving our athletes the chance to perform in an environment without racism, hooliganism or other kind of intolerance or violence.
- Run an anti-doping programme, in order to preserve the ethics of the sport, keeping in mind the health of the players and ensuring that all participants have equal chances in the games.
- Organise successful competitions for adults and youth, equally for men and women, acting as the spokesperson for the global Floorball family.
- Achieve additional media visibility and commercial success, in order to be able to give better service to our stakeholders and develop the sport.
- Continue to build good and lasting relationships with the other international sport federations and political parties.
- To continuously improve the service provided to our stakeholders in all areas of our activity and to be an avant-garde international federation, where all officials are proud of belonging to the IFF family.

International Floorball Federation

IFF



PLAN OF ACTIONS 2009 - 2010

PLAN OF ACTION FOR 2009-2010

1. General

The International Floorball Federation (IFF) is an association consisting of associations existing to nurse and service its member associations. IFF is the sole international organization for all different types of Floorball, and an ordinary member of GAISF since 2004.

IFF consists today of totally 47 member associations out of which 25 are ordinary members. According to the IFF Statutes the 2008 General Assembly will approve additional ordinary members. The main objective in advance of this IFF General Assembly was to reach 50 members by the end of 2008, from which we still miss a few. The Floorball family is growing.

As a part of the IOC recognition process, IFF has focused strongly on helping new countries to establish an association. The popularity of Floorball will continue to grow rapidly in the world and new members will continue to appear, not only from Europe but also from Asia, the Americas and Africa. IFF will continue the proactive approach to engage new members and strengthen the operation of the existing members. IFF will carry working closely with the Asia Oceania Floorball Confederation (AOFC), in order to promote and develop Floorball in the region

IFF has applied in 2007 for the official recognition of the International Olympic Committee, upon which the IOC Executive Board will decide in December 2008. Whatever the IOC will decide IFF needs to continue to streamline its own organisation and to help developing the organisations of its members.

If the IFF, for one or the other reason, would not be recognised as an Olympic Sport by the IOC in 2008, the Central Board will continue to work in order to fulfil the requirements of becoming a recognised sport by the International Olympic Committee.

In order to live up to the requirements of the recognition of the International Olympic Committee, having at least 50 members on four continents, we need active members all over the world. Our members are expected to be more active and improve their organisation and to become ordinary members. In order to move in this direction the IFF CB has proposed to the General Assembly a new Licence System for Participation in Major IFF Events.

The main focus for the IFF, for the coming two year period is to continuously strengthen the Development work towards our member associations, which was started in 2005. So far eleven Floorball Development Seminars have been held on four continents. The target is to continue to have 3-5 yearly seminars during 2009 and 2010 and by doing so gain better development in both quality and quantity of the activities of our members.

In the field of marketing IFF has secured a sustainable marketing income and the same look and feel of all IFF Events. The target for the coming two year period is to strengthen the foundation on which IFF stands on and move forward into visualising the sport further, with the upcoming World Floorball Championships and EuroFloorball Cup's of 2009 and 2010, the marketing strategy and to continue the process that has started. The objective is to build a stable platform for Floorball as a TV-sport, as well as having Floorball games visible in new media channels.

The change of the International Competition Calendar and the adoption of a new World Floorball Championship system, starting with the Men's championship in 2010, will require that all IFF regulations and guidelines are put in place in order to prepare for the coming changes. The task for the Office is to further get its member associations acquainted and familiar with our regulations and to follow them, this especially in connection with the playing of Friendly Internationals.

As a part of the continuing development work inside IFF the CB is proposing to the General Assembly to accept the new IFF Strategic Vision for the coming decade. Plans and actions will be worked out, based on this document, in order to fulfil and meet with the IFF Vision.

The basis for our existence for the first two decades has been to spread, grow and develop the sport globally and at the same time seek an official approval and recognition from the international sports community. The strategic vision, for the upcoming decade, is defined as follows in the IFF Vision statement:

To be the internationally approved/accepted sole owner of the dynamic sport of Floorball and all its different forms and identities and serving as an attractive sport for all. Being a healthy organisation with sufficient human and financial resources, with over 100 national members associations, having and organising their own national championships and five continental confederations.

Floorball is adaptable to be played on a global level taking into consideration all the different infrastructural conditions, according to the standardised game rules, with a WFC played with participants from five continents, based on the qualifications and being on the program of the Universiade, the World Games and/or the Olympic Games until 2020.

2. Administration

The IFF administration has continued to grow during the last four years and in order to increase the service to our members the IFF needs to continue developing its administration both in numbers and quality. The IFF office had since the General Assembly in 1996 been located in Solna, Sweden, but was moved to Helsinki, Finland as part of the actions taken to streamline, strengthen and develop the IFF operations in 2005.

The IFF has since 2005 had two separate operating offices, with the competition office in Solna, Sweden, located at the same site as the Swedish Floorball Federation. The Finnish

Floorball Federation has offered the IFF to provide IFF with the office facilities until the end of 2010. The IFF CB shall soon start, if needed, the preparations in order to relocate the office.

Since January 1, 2000 the IFF has been financially self-financed, and the turnover of the budget has increased substantially since then. In order for IFF to live up to the service promise and quality, we need to look over our finances, finding additional ways to finance the activities.

The IFF now has five full time employees and due to these additional resources the operations have been moved more to a professional driven based approach, where the role of the volunteer is changing. IFF has grown and the IFF CB needs to look over the structure of the organisation and the tasks of the different IFF bodies in order to strengthen the organisation. The role of the Central Board must be more of a strategic one, whereas the Executive Committee and the Office carries the operational responsibility. When and if the financial situation permits the administration will be strengthened during the period between the General Assemblies of 2008 and 2010, in order to meet with the IFF Vision and Missions.

The aim is to have an effective and productive administration consisting of at least five employees, consisting of a secretary general, a competition manager, an information manager, an office coordinator and a competition assistant. The additional resources shall be directed in the fields of marketing/TV and education. The IFF will on a regular basis inform our member associations about the different fields of responsibilities of the employees on the IFF web-page.

As the IFF is growing, the need to look over the present disciplinary system of the IFF Events has increased and the IFF CB will make a proposal to change this during the coming two year period.

3. Central Board

The Central Board of the IFF will continue to improve its efficiency by allocating the needed specific areas of responsibility to the Committees, the Functions, the Office and if needed to special working groups. This will give even more time for the CB to concentrate on strategic and political questions, in order to determine what is best for World Floorball, in order to spread and develop Floorball worldwide. To the elected CB members a task of responsibility will be defined to work with, in cooperation with the Office.

The work with finding the place for Floorball in the World of Sports has just started and therefore IFF will continue to work with the three main fields of activity, which were agreed upon at the IFF General Assembly 2004 in Switzerland. These will be on the Political lobby work (in order to strengthen Floorball's position in Worldwide Sport) in the International Sports community, strengthening the Marketing of the IFF (with the strategy to be more visible and to raise the level of external funding and giving more exposure for Floorball), and the continuance of the Floorball Development Programme, in order to develop the quality of the IFF member associations.

The Central Board will have approximately four meetings per year, but the CB will need to look over the scheduling of these, since the change of the International Calendar will require a change in the meeting calendar.

The IFF Executive Committee (ExCo), consisting of the President, and vice President and the Secretary General, will handle and prepare the upcoming issues for the CB and take decisions where they are needed, in order to increase the efficiency. The past legislation has fully proven the necessity of such a body. The ExCo bears for the CB, the responsibility of developing the contacts to the International Sports Community.

4. The Committees and functions

The Central Board will continue on the chosen line to have only three operational Committees, i.e. the Medical Committee (MC), the Referee Committee (RC) and the Rules- and Competition Committee (RACC) and organise the other fields of activity into functions, like the Development, Marketing and Material function, which have been working so far. The constant demand to form an Information Function has increased and the CB will work with a solution for this. The responsibilities of the committees and functions will be allocated by the Central Board.

The Athletes Commission will continue to work, in order to keep the interest of the athletes in focus in all the work done by IFF.

In order to streamline the activities of the committees, the CB will lay down task descriptions, defining the responsibilities of the committees and the relating job description of its members. Additionally the CB will ask the secretary general to appoint the relevant employee to act as the secretary of the committees.

The increasing number of international events will require that the CB to come forward with appropriate proposal how to solve the problem of the increasing need of IFF persons in the IFF competitions.

The CB has formed a working group with the task to present an overall solution on how to compensate the work of all IFF volunteers working in different positions for IFF. The CB will during the spring of 2009 decide upon this matter.

5. Competitions

The Adults World Championships will be played in December for women in Sweden 2009 and for men in Finland 2010. The new qualification system for the WFC will be implemented for the first time for the WFC in Finland. Only the seven best ranked teams of the A-division and the winner of the B-division of the WFC 2008 will directly be qualified for the WFC 2010. All other nations will have to qualify for the event. IFF will build the qualification system based on regional qualifications, when the registration for the WFC 2010 has ended. The qualifications will have to be played before the end of February 2010. The WFC final round will be played with only 16 teams.

The World Championships for U19 will continue to be played with an A- and B-division in 2009 for men in Finland and in 2010 for women in the Czech Republic. The twelve best teams will continue to be directly qualified, the remaining nations will have to qualify for a place in the final round. Based on the experience of the regional qualifications for the Men's WFC, the CB will propose a new qualification system for the U19 during 2010.

The appointment of organizers for the IFF competitions follows the specific schedule used on how to appoint organizers, meaning that a first letter asking for organizers will be sent 72 months prior (six years) to the competition and the appointment will be made 48 months (four years) prior to the competition.

The EuroFloorball Cup Final round is played every year in October for both Men and Women, consisting of 8 teams in each category, meaning that regional Qualification Rounds shall be played when needed. The number of teams participating has rapidly increased. The level of the final tournament has risen since the 2nd ranked teams from four biggest countries can compete for one place in the final round.

The EFC qualifications are played in August. There will be two qualifying tournaments divided into East and West and the number of qualifying rounds will be determined after the registration and the places and organising associations are to be appointed. The discussion concerning the EFC qualification system, qualifying for the Final round, will have to be looked at, in order to have an equal chance to qualify.

In 2009 the final for the EFC is played in Denmark and the final round for 2010 in Latvia.

As a part of building the brand of Floorball, IFF is establishing a Video archive for all televised and streamed matches from IFF Events, for the Floorball family to use. IFF is working with a partner trying to secure the live streaming of IFF Events over the internet starting from 2009.

6. The World Games organized by the IWGA

IFF will continue the dialogue with the IWGA on the conditions to become a member or at least take part as a demonstration sport in the World Games. It all depends on the on the process of recognition of the IOC.

7. The World University Championships in Floorball organized by the FISU

The 3rd World University Championships was played in 2008 in Finland, organized by the FISU and the Finnish Students Sport Union. IFF is strongly supporting the preparations to have a 4th WUC in 2010, since the WUC is vital for IFF, in order to meet with the requirements of FISU to be able to take part, in the summer, Universiade. IFF will in cooperation with the FISU discuss the possibilities of finding a more suitable timing for the WUC, due to the change of the IFF International competition calendar.

Efforts will be made to be able to take part in the Universiade in 2009, and to be on the program by 2015 by the latest.

8. Other International Events

The IFF will work together and support the development of Floorball in the following International Sports Organisations and their Events; International School Sports Federation (ISF) – 2009.

IFF will further continue the cooperation with the Master Sports, in order to have Floorball included in the IMSA (International Master Sport Association) events.

9. The Rules of the Game

The work with Edition 2010 (valid from July 1, 2010) will continue based on the proposals received in 2008. The system of having the Game Rules reviewed only every four years has proven to be very a succesful solution and it takes away the pressure to continuously change our rules. The IFF Rule Group will come forward with their proposal for new Game Rules during 2009 and the possible new Rules will come into effect starting the 1st of July 2010.

10. Anti Doping work

IFF has signed the WADA Anti Doping Charta and as a part of that, both the IFF and the member associations, need to increase their efforts in the field of anti doping work. The IFF CB has, to the General Assembly proposed a new version of the IFF Anti Doping Regulations, which increase the requirements towards our members, in accordance with the requirements of the Olympic family. IFF will continue to work in order to fulfil the WADA Code compliance.

11. Development Board (DB) of IFF

The functions for the Development Board, consisting of representatives from the manufacturers and the IFF, will be looked upon as it has moved more towards a body promoting Floorball. The usage of the surplus from the material approval system is being discussed in the DB, but decided by the IFF CB. The process of the changes of the actual technical requirements goes on, and eventual changes take place every second year next time in 2010, with proposals sent in by manufacturers in November the year before.

During the two year period IFF will produce a Floorball material handbook. This should help the newer members to find ways of getting rinks and goal cages in order to raise the level of the sport, since this has often been the biggest obstacle in developing the sport forward.

The IFF has a signed contract with the technical institute SP, in Sweden. SP has ratified the technical institute of ITC in the Czech Republic. During the period the evaluation will be made.

12. Information services

The IFF web site, www.floorball.org, will continue to be strengthened, with more local national news and information from IFF on the web. In addition to the increasing news feed, there is a growing demand among our stakeholders to receive information, in particular on how to develop the sport.

The IFF Administration addresses the member associations with a Circle Information Letter with important issues. The minutes from the CB meetings are published on the web site and a special press release is sent to the member associations after each CB meeting. The information will be distributed via e-mail.

For a long period of time there has been a request for having a coaching video in different languages available. IFF will during 2009 produce such a video, which serves the competence of the national associations in coaching.

There is a growing need to have more information materials which can be used in promoting the sport. IFF will also produce during 2009 a web-based IFF magazine, which will be updated yearly.

13. Economy

The income from sponsoring and advertisements will have to increase during the coming years and therefore the Marketing function will continue to develop the IFF Marketing Strategy. The work related to develop the IFF selling- and marketing- portfolio for international Floorball established during 2004, will continue.

IFF will, during the period 2009 – 2010, more focus on the issue to the delay of payments of the IFF member associations.

The Budgets and Financial Reports will be published on the IFF web site.

As in the past IFF will look for a healthy finance and strive for a breakeven financial result.

BUDGET 2009 - 2010

Proposed by the IFF Central Board to the IFF General Assembly 13.12.2008

COSTS

		Result 2007	Updated budget 2008	Proposal 2009	Proposal 2010
	Cost Centre				
10	Central activities	11 635	14 000	14 650	15 400
11	Office	405 957	509 600 ¹⁾	552 800 ²⁾	615 000 ³⁾
12	CB	42 848	24 250	24 550	25 800
13	ExCo	0	5 650	13 700	14 500
14	General Assembly/Presidential meeting	0	3 900	3 800	6 500
15	External Meetings	15 286	5 800	14 600	15 000
16	IOC 50 Road Map	15 773	26 800	19 500	18 000
20	WFC	15 428	12 100	110 900	115 000
21	U19 WFC	13 001	14 100	18 000	17 000
22	WUC	0	2 800	0	12 000
25	EFC	45 902	51 000	46 100	46 000
40	RACC	11 548	26 000	25 000	25 500
50	RC	6 339	31 000	26 900	27 000
60	Development function/DB	23 139	13 900	16 800	17 000
61	Development programme	58 381	39 500	33 400	34 000
70	Material	141 746	146 700	140 300	145 000
80	Marketing	24 128	37 800	25 600	25 000
81	TV/Internet TV	22 831	32 650	30 000	55 000
89	Medical committee	3 601	6 000	8 400	9 000
29	Anti-Doping	0	0	12 000	14 000
19	Athlets Commission	0	0	13 300	12 000
92	AC	0	1 500	1 500	1 500
91	DC		1 500	1 500	1 500
	TOTAL	CHF 857 543	1 006 550	1 153 300	1 266 700

1) Based on 4 full-time employees

2) Based on 5 full-time employees

3) Based on 6 full-time employees, when the economy so permits

INCOME

		Result 2007	Updated budget 2008	Proposal 2009	Proposal 2010
	Account				
3011	Transfers	65 100	68 500	70 000	73 000
3012	Participation fees	178 000	176 000	190 000	197 000
3013	Organizers fee	107 000	119 000	204 000	212 000
3210	Membership fees	91 000	99 500	111 000	115 600
3219	Fines	9 000	0	0	0
3250	Sponsors & advertisements	89 919	138 000	146 000	178 000
3300	Office support	75 000	83 300	83 300	83 300
3310	Development support		0	30 000	40 000
3510	Sales	0	5 500	6 000	12 500
3260	TV	19 037	65 000	45 000	80 000
3860	Material approval income	227 731	248 750	260 000	270 000
3899	Other incomes	20 398	3 000	8 000	5 300
	TOTAL	CHF 882 185	1 006 550	1 153 300	1 266 700

Estimated Result	CHF	24 642	0	0	0
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INTERNATIONAL FLOORBALL FEDERATION (IFF)

Ordinary member of AGFIS/GAISF

Helsinki, October 15th, 2008

Nominations and motions by the Member Associations for the IFF General Assembly

In accordance with the IFF Statutes the following Nominations and Motions have been sent in to the IFF, at least 60 full days before the General Assembly:

Nominations:

IFF President:

- | | |
|--|--------------------------------------|
| - Mr. Tomas Eriksson, Sweden (re-election) | nominated by SFF
supported by FFF |
|--|--------------------------------------|

IFF Central Board:

- | | |
|---|--------------------|
| - Mr. Hans Botman, the Netherlands (new) | nominated by NeFUB |
| - Mr. Marek Budziński, Poland (new) | nominated by PFF |
| - Mr. William Ehmsen, Denmark (new) | nominated by DaFU |
| - Mr. Per Jansson, Sweden (re-election) | nominated by SFF |
| - Mr. Tomas Jonsson, Norway (re-election) | nominated by NBF |
| - Mr. Risto Kauppinen, Finland (re-election) | nominated by FFF |
| - Mr. Stephen King, Australia (new) | nominated by AFA |
| - Mr. Renato Orlando, Switzerland (re-election) | nominated by SUHV |
| - Mr. Filip Suman, Czech Republic (re-election) | nominated by CFbU |

IFF Appeal Committee:

Chairman

- | | |
|---|------------------|
| - Mr. Lasse Granqvist, Sweden (re-election) | nominated by SFF |
|---|------------------|

Members:

- | | |
|---|--------------------|
| - Ilja Clabbers, the Netherlands (new) | nominated by NeFUB |
| - Mr. Tom Hedkrok, Finland (re-election) | nominated by FFF |
| - Mr. Kjell Hovland Olsen, Norway (re-election) | nominated by NBF |
| - Mr. Gints Silins, Latvia, (new) | nominated by LFS |

IFF Disciplinary Committee:

Chairman:

- | | |
|--------------------------------------|------------------|
| - Mr. Ismo Haaponiemi, Finland (new) | nominated by FFF |
|--------------------------------------|------------------|

Members:

- | | |
|---|-------------------|
| - Mr. Rudolf Buri, Switzerland (re-election) | nominated by SUHV |
| - Mr. Jānis Kārklins, Latvia (new) | nominated by LFS |
| - Mr. Rainer Martiskin, Australia (re-election) | nominated by AFA |
| - Mr. Tomas Vaculik, Czech Republic (new) | nominated by CFbU |

Address

Alakiventie 2,
FI-00920 Helsinki,
Finland

Phone

+358-9 454 214 25

Fax

+358-9 454 214 50

E-mail

office@floorball.org

Web-site

www.floorball.org

Bank

Credit Suisse, CH-8700 Küsnacht
Account No. 4818-559200-11
Swift Code: CRESCHZZ87B
IBAN: CH13 0481 8055 9200 1100 0



INTERNATIONAL FLOORBALL FEDERATION (IFF)

Ordinary member of AGFIS/GAISF

Motions:

- 1)
The Polish Floorball Federation proposes to move the dates of the U19 WFC 2009 to the 22nd to 26th of April, due to that the dates collides with the school exams in some of the participating countries.

John Liljelund
secretary general

Address

Alakiventie 2,
FI-00920 Helsinki,
Finland

Phone

+358-9 454 214 25

Fax

+358-9 454 214 50

E-mail

office@floorball.org

Web-site

www.floorball.org

Bank

Credit Suisse, CH-8700 Küsnacht
Account No. 4818-559200-11
Swift Code: CRESCHZZ87B
IBAN: CH13 0481 8055 9200 1100 0

International Floorball Federation

IFF



NEW LICENCE SYSTEM FOR PARTICIPATING NATIONS IN IFF EVENTS

**CB Proposal to the IFF General Assembly held in
Prague 13th of December 2008**

Prepared by the working group

**Renato Orlando,
Per Jansson,
Risto Kauppinen,
John Liljelund**

Proposal to the IFF General Assembly

New Licence System for Participating Nations in IFF Events

Over a year ago the IFF Central Board started the discussion whether or not some kind of system or rules to control the level of the major IFF Events should be introduced, thus this being the premier flagship for international Floorball. As an example, some outside criticism occurred when National Associations were seeking players over the internet in order to take part at World Championships. Moreover it was also established, that Associations took part at IFF events without organising an own proper championship. This was however part of a growing sport, but we have now moved into a new phase and therefore need to take a step further, still following the guidelines set by the International Olympic Committee, which we are in the process of seeking recognition. On numerous occasions it has been stressed out by the IOC, that an International Federation must only have really existing active members.

Based on these discussions the CB decided in its meeting in Norway, on September the 1st, 2007, to appoint a working group in order to elaborate whether there is a real need to create an internal licence system with a number of requirements for participants in major IFF Events.

The common view is that Floorball has developed rapidly during the last ten years both when it comes to number of players, member associations of IFF and also by the number of countries where Floorball is being played. This evolution has been very swift and from time to time the organisation, the regulations and routines of IFF has had a hard time in keeping up with this phase and with the development. It is and will be very important for IFF, as an International Federation, to both set the boundaries and directions and at the same time control the development of the sport.

The working group met during the EuroFloorball Cup final round in Vantaa, Finland on the 11th of January, 2007 and thoroughly analysed and discussed the needs and the implications of creating a possible licence system for participation in an major IFF Event. The working group established, based on the brainstorming made, at least the following reasons, which would favour the introduction of a licence system. The most important reason is that IFF is responsible to secure the level and the quality of the sport. It is equally important for IFF to force its member associations to focus on the development of the different functions within the National Associations, i.e building up an own championship, recruiting and educating referees and coaches and to help the clubs to grow, instead of only focusing on the national teams and participation in IFF Events.

The evolution of Floorball worldwide has clearly shown that Floorball has developed and spread much faster in those countries, which have concentrated on building up their internal organisation first and only then focused on their National Teams. Also from a marketing point of view it is really important to have a real top product, i.e. the Adults World Floorball Championships, which is easy to sell and represents the spirit of the sport.

Amongst others it was established that from a sporting perspective, it is in the interest of Floorball on a longer aspect, to introduce a licence system for participation in IFF major Events. The working group proposes that the following licence system shall be approved by the CB and be put forward as a CB proposal to the IFF General Assembly, to be held in the Czech Republic in December 2008.

In order to be able to register and participate in an IFF Major Event, the National Associations concerned must fulfil the requirements according to the licence system.

- 1) The basic requirements for participation in IFF Events are defined by the IFF Statutes, the relevant Regulations, the Game Rules and other given guidelines. Further the Association shall have a vision and mission on the development of their Association, concerning both women and men and also juniors competitions and the organisation of the association.
- 2) The Association shall accept the relevant qualification and seeding system of the WFC.
- 3) The Association has to be a member of IFF for at least 12 months, before they can register for the WFC.
- 4) The Association shall not have any financial obligations towards either the IFF or any other member Associations, upon the registration and also upon the participation.
- 5) The Association shall organise a proper national championship, according to the game rules and needs to organise proper adjacent competition services, such as coaching courses, refereeing and a working administration. It shall appoint a contact person to IFF, who can take decisions and fulfil the required IFF information, including the information sheet.
- 6) The participation registration shall be signed by the official signatures of the National Associations, being on the IFF member register
- 7) All participants to WFC, qualifications and final rounds, have to respect the IFF Marketing conditions and acknowledge the IFF marketing rights on the uniform of the participating teams.
- 8) All National Associations registering to a Major IFF Event shall submit with their registration an information form, where the above mentioned organisational data is included; this also serves IFF a purpose in having the recent development figures from its members.

If agreed upon, the implementation of this licence system would be for the Men's World Floorball Championships 2012.

International Floorball Federation

ANTI-DOPING REGULATIONS



The IFF Anti-Doping Regulations are based on Wada's Models of Best Practice for International Federations and the 2009 revised World Anti-Doping Code.

Valid from 1.1.2009

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IFF ANTI-DOPING REGULATIONS

INTRODUCTION

Preface

At the IFF General Assembly held on 13/12/08 in Prague, Czech Republic, IFF accepted the revised (2009) World Anti-Doping Code (the "Code"). These Anti-Doping Regulations are adopted and implemented in conformance with IFF's responsibilities under the Code, and are in furtherance of IFF's continuing efforts to eradicate doping in the sport of Floorball.

Anti-Doping Regulations, like Competition regulations, are sport rules governing the conditions under which sport is played. Athletes and other Persons accept these rules as a condition of participation and shall be bound by them. These sport-specific rules and procedures, aimed at enforcing anti-doping principles in a global and harmonized manner, are distinct in nature and, therefore, not intended to be subject to, or limited by any national requirements and legal standards applicable to criminal proceedings or employment matters. When reviewing the facts and the law of a given case, all courts, arbitral tribunals and other adjudicating bodies should be aware of and respect the distinct nature of the anti-doping rules in the Code and the fact that these rules represent the consensus of a broad spectrum of stakeholders around the world with an interest in fair sport.

Fundamental Rationale for the Code and IFF's Anti-Doping Rules

Anti-doping programs seek to preserve what is intrinsically valuable about sport. This intrinsic value is often referred to as "the spirit of sport"; it is the essence of Olympism; it is how we play true. The spirit of sport is the celebration of the human spirit, body and mind, and is characterized by the following values:

- Ethics, fair play and honesty
- Health
- Excellence in performance
- Character and education
- Fun and joy
- Teamwork
- Dedication and commitment
- Respect for rules and laws
- Respect for self and other participants
- Courage
- Community and solidarity

Doping is fundamentally contrary to the spirit of sport.

Scope

These Anti-Doping Regulations shall apply to IFF, each National Federation of IFF, and each Participant in the activities of IFF or any of its National Federations by virtue of the Participant's membership, accreditation, or participation in IFF, its National Federations, or their activities or Events. Any Person who is not a member of a National Federation and who fulfills the requirements to be part of the IFF Registered Testing Pool, must become a member of the Person's National Federation, and must make himself or herself available for Testing , at least six months before participating in IFF Events or events of his/her National Federation.

It is the responsibility of each National Federation to ensure that all national-level Testing on the National Federation's Athletes complies with these Anti-Doping Rules. In some countries, the National Federation itself will be conducting the Doping Control described in these Anti-Doping Rules. In other countries, many of the Doping Control responsibilities of the National Federation have been delegated or assigned by statute or agreement to a National Anti-Doping Organization. In those countries, references in these Anti-Doping Rules to the National Federation shall apply, as appropriate, to the National Anti-Doping Organization.

These Anti-Doping Rules shall apply to all Doping Controls over which IFF and its National Federations have jurisdiction.

ARTICLE 1 DEFINITION OF DOPING

Doping is defined as the occurrence of one or more of the anti-doping rule violations set forth in Article 2.1 through Article 2.8 of these Anti-Doping Rules.

ARTICLE 2 ANTI-DOPING RULE VIOLATIONS

Athletes and other Persons shall be responsible for knowing what constitutes an anti-doping rule violation and the substances and methods which have been included on the Prohibited List.

The following constitute anti-doping rule violations:

2.1 The presence of a Prohibited Substance or its Metabolites or Markers in an Athlete's Sample

2.1.1 It is each Athlete's personal duty to ensure that no Prohibited Substance enters his or her body. Athletes are responsible for any Prohibited Substance or its Metabolites or Markers found to be present in their Samples. Accordingly, it is not necessary that intent, fault, negligence or knowing Use on the Athlete's part be demonstrated in order to establish an anti-doping rule violation under Article 2.1.

2.1.2 Sufficient proof of an anti-doping rule violation under Article 2.1 is established by either of the following: presence of a Prohibited Substance or its Metabolites or Markers in the Athlete's A Sample where the Athlete waives analysis of the B Sample and the B Sample is not analyzed; or, where the Athlete's B Sample is analyzed and the analysis of the Athlete's B Sample confirms the presence of the Prohibited Substance or its Metabolites or Markers found in the Athlete's A Sample.

2.1.3 Excepting those substances for which a quantitative threshold is specifically identified in the Prohibited List, the presence of any quantity of a Prohibited Substance or its Metabolites or Markers in an Athlete's Sample shall constitute an anti-doping rule violation.

2.1.4 As an exception to the general rule of Article 2.1, the Prohibited List or International Standards may establish special criteria for the evaluation of Prohibited Substances that can also be produced endogenously.

2.2 Use or Attempted Use by an Athlete of a Prohibited Substance or a Prohibited Method

2.2.1 It is each Athlete's personal duty to ensure that no Prohibited Substance enters his or her body. Accordingly, it is not necessary that intent, fault, negligence or knowing Use on the Athlete's part be demonstrated in order to establish an anti-doping rule violation for Use of a Prohibited Substance or a Prohibited Method.

2.2.2 The success or failure of the Use of a Prohibited Substance or Prohibited Method is not material. It is sufficient that the Prohibited Substance or Prohibited Method was Used or Attempted to be Used for an anti-doping rule violation to be committed.

2.3 Refusing or failing without compelling justification to submit to Sample collection after notification as authorized in these Anti-Doping Rules, or otherwise evading Sample collection.

2.4 Violation of applicable requirements regarding Athlete availability for Out-of-Competition Testing set out in the International Standard for Testing, including failure to file whereabouts information in accordance with Article 11.3 of the International Standard for Testing (a **"Filing Failure"**) and failure to be available for Testing at the declared whereabouts in accordance with Article 11.4 of the International Standard for Testing (a **"Missed Test"**) and the IFF Whereabouts Guidelines. Any combination of three Missed Tests and/or Filing Failures committed within an eighteen-month period, as declared by IFF or any other Anti-Doping Organization with jurisdiction over an Athlete, shall constitute an anti-doping rule violation.

2.5 Tampering or Attempted Tampering with any part of Doping Control.

2.6 Possession of Prohibited Substances and Methods

2.6.1 Possession by an Athlete In-Competition of any Prohibited Method or any Prohibited Substance, or Possession by an Athlete Out-of-Competition of any Prohibited Method or any Prohibited Substance which is prohibited in Out-of-Competition Testing unless the Athlete establishes that the Possession is pursuant to a therapeutic use exemption ("TUE") granted in accordance with Article 4.4 (Therapeutic Use) or other acceptable justification.

2.6.2 Possession by Athlete Support Personnel In-Competition of any Prohibited Method or any Prohibited Substance, or Possession by Athlete Support Personnel Out-of-Competition of any Prohibited Method or any Prohibited Substance which is prohibited Out-of-Competition, in connection with an Athlete, Competition or training, unless the Athlete Support Personnel establishes that the Possession is pursuant to a TUE granted to an Athlete in accordance with Article 4.4 (Therapeutic Use) or other acceptable justification.

2.7 Trafficking or Attempted Trafficking in any Prohibited Substance or Prohibited Method.

2.8 Administration or Attempted administration to any Athlete In-Competition of any Prohibited Method or Prohibited Substance, or administration or Attempted administration to any Athlete Out-of-Competition of any Prohibited Method or any Prohibited Substance that is prohibited Out-of-Competition, or assisting, encouraging, aiding, abetting, covering up or any other type of complicity involving an anti-doping rule violation or any Attempted anti-doping rule violation.

ARTICLE 3 PROOF OF DOPING

3.1 Burdens and Standards of Proof

IFF and its National Federations shall have the burden of establishing that an anti-doping rule violation has occurred. The standard of proof shall be whether IFF or its National Federation has established an anti-doping rule violation to the comfortable satisfaction of the hearing panel bearing in mind the seriousness of the allegation which is made. This standard of proof in all cases is greater than a mere balance of probability but less than proof beyond a reasonable doubt. Where these Rules place the burden of proof upon the Athlete or other Person alleged to have committed an anti-doping rule violation to rebut a presumption or establish specified facts or circumstances, the standard of proof shall be by

a balance of probability, except as provided in Articles 10.4 and 10.6, where the Athlete must satisfy a higher burden of proof.

3.2 Methods of Establishing Facts and Presumptions

Facts related to anti-doping rule violations may be established by any reliable means, including admissions. The following rules of proof shall be applicable in doping cases:

3.2.1 WADA-accredited laboratories are presumed to have conducted Sample analysis and custodial procedures in accordance with the International Standard for Laboratories. The Athlete or other Person may rebut this presumption by establishing that a departure from the International Standard occurred which could reasonably have caused the Adverse Analytical Finding.

If the Athlete or other Person rebuts the preceding presumption by showing that a departure from the International Standard occurred which could reasonably have caused the Adverse Analytical Finding, then IFF or its National Federation shall have the burden to establish that such departure did not cause the Adverse Analytical Finding.

3.2.2 Departures from any other International Standard or other anti-doping rule or policy which did not cause an Adverse Analytical Finding or other anti-doping rule violation shall not invalidate such results. If the Athlete or other Person establishes that a departure from another International Standard or other anti-doping rule or policy which could reasonably have caused the Adverse Analytical Finding or other anti-doping rule violation occurred, then IFF or its National Federation shall have the burden to establish that such a departure did not cause the Adverse Analytical Finding or the factual basis for the anti-doping rule violation.

3.2.3 The facts established by a decision of a court or professional disciplinary tribunal of competent jurisdiction which is not the subject of a pending appeal shall be irrefutable evidence against the Athlete or other Person to whom the decision pertained of those facts unless the Athlete or other Person establishes that the decision violated principles of natural justice.

3.2.4 The hearing panel in a hearing on an anti-doping rule violation may draw an inference adverse to the Athlete or other Person who is asserted to have committed an anti-doping rule violation based on the Athlete's or other Person's refusal, after a request made in a reasonable time in advance of the hearing, to appear at the hearing (either in person or telephonically as directed by the tribunal) and to answer questions either from the hearing panel or from the Anti-Doping Organization asserting the anti-doping rule violation.

ARTICLE 4 THE PROHIBITED LIST

4.1 Incorporation of the Prohibited List

These Anti-Doping Regulations incorporate the Prohibited List which is published and revised by WADA as described in Article 4.1 of the Code. IFF will make the current Prohibited List available to each National Federation, and each National Federation shall ensure that the current Prohibited List is available to its members and constituents. The Prohibited List in force is available on WADA's website at www.wada-ama.org and on the IFF webpage www.floorball.org.

4.2 Prohibited Substances and Prohibited Methods Identified on the Prohibited List

4.2.1 Prohibited Substances and Prohibited Methods

Unless provided otherwise in the Prohibited List and/or a revision, the Prohibited List and revisions shall go into effect under these Anti-Doping Rules three months after publication of the Prohibited List by WADA without requiring any further action by IFF. As described in Article 4.2 of the Code, IFF may request that WADA expand the Prohibited List for the sport of Floorball. IFF may also request that WADA include additional substances or methods, which have the potential for abuse in the sport of Floorball, in the monitoring program described in Article 4.5 of the Code. As provided in the Code, WADA shall make the final decision on such requests by IFF.

4.2.2 Specified Substances

For purposes of the application of Article 10 (Sanctions on Individuals), all Prohibited Substances shall be "Specified Substances" except (a) substances in the classes of anabolic agents and hormones; and (b) those stimulants and hormone antagonists and modulators so identified on the Prohibited List. Prohibited Methods shall not be Specified Substances.

4.2.3 New Classes of Prohibited Substances

In the event WADA expands the Prohibited List by adding a new class of Prohibited Substances in accordance with Article 4.1 of the Code, WADA's Executive Committee shall determine whether any or all Prohibited Substances within the new class of Prohibited Substances shall be considered Specified Substances under Article 4.2.2.

4.3 Criteria for Including Substances and Methods on the Prohibited List

As provided in Article 4.3.3 of the Code, WADA's determination of the Prohibited Substances and Prohibited Methods that will be included on the Prohibited List and the classification of substances into categories on the Prohibited List is final and shall not be subject to challenge by an Athlete or other Person based on an argument that the substance or method was not a masking agent or did not have the potential to enhance performance, represent a health risk or violate the spirit of sport.

4.4 Therapeutic Use

4.4.1 Athletes with a documented medical condition requiring the use of a Prohibited Substance or a Prohibited Method must first obtain a TUE. The presence of a Prohibited Substance or its Metabolites or Markers (Article 2.1), Use or Attempted Use of a Prohibited Substance or a Prohibited Method (Article 2.2), Possession of Prohibited Substances or Prohibited Methods (Article 2.6) or administration of a Prohibited Substance or Prohibited Method (Article 2.8) consistent with the provisions of an applicable TUE issued pursuant to the International Standard for Therapeutic Use Exemptions shall not be considered an anti-doping rule violation.

4.4.2 Subject to Article 4.4.3, Athletes included by IFF in its Registered Testing Pool and other Athletes participating in any International Event must obtain a TUE from IFF (regardless of whether the Athlete previously has received a TUE at the national level). The application for a TUE must be made as soon as possible (in the case of an Athlete in the Registered Testing Pool, this would be when he/she is first notified of his/her inclusion in the pool) and in any event

(save in emergency situations) no later than 21 days before the Athlete's participation in the Event.

4.4.3 The only exception to Article 4.4.2 is that, in accordance with Article 7.13 of the International Standard for Therapeutic Use Exemptions, Athletes not in IFF's Registered Testing Pool who inhale Glucocorticosteroids and/or formoterol, salbutamol, salmeterol or terbutaline to treat asthma or one of its clinical variants do not need a TUE in advance of participating in an IFF Event unless so specified by IFF. Instead, if necessary, any such Athlete may apply for a Retroactive TUE after the Event in accordance with Article 7.13 of the International Standard for Therapeutic Use Exemptions and Article 7.1.3 of these Anti-Doping Regulations.

4.4.4 TUE's granted by IFF shall be reported to the Athlete's National Federation and to WADA. Other Athletes subject to Testing who need to use a Prohibited Substance or a Prohibited Method for therapeutic reasons must obtain a TUE from their National Anti-Doping Organization or other body designated by their National Federation, as required under the rules of the National Anti-Doping Organization/other body. National Federations shall promptly report any such TUE's to IFF and WADA.

4.4.5 The IFF Central Board shall appoint a panel of physicians to consider requests for TUE's (the "**Medical Committee**"). Upon IFF's receipt of a TUE request, the Chair of the Medical Committee shall appoint one or more members of the Medical Committee (which may include the Chair) to consider such request. The Medical Committee member(s) so designated shall promptly evaluate such request in accordance with the International Standard for Therapeutic Use Exemptions and render a decision on such request, which shall be the final decision of IFF.

4.4.6 WADA, at the request of an Athlete or on its own initiation, may review the granting or denial of any TUE by IFF. If WADA determines that the granting or denial of a TUE did not comply with the International Standard for Therapeutic Use Exemptions in force at the time then WADA may reverse that decision. Decisions on TUE's are subject to further appeal as provided in Article 13.

ARTICLE 5 TESTING

5.1 Authority to Test

All Athletes under the jurisdiction of a National Federation shall be subject to In-Competition Testing by IFF, the Athlete's National Federation, and any other Anti-Doping Organization responsible for Testing at a Competition or Event in which they participate. All Athletes under the jurisdiction of a National Federation, including Athletes serving a period of ineligibility or a Provisional Suspension, shall also be subject to Out-of-Competition Testing at any time or place, with or without advance notice, by IFF, WADA, the Athlete's National Federation, the National Anti-Doping Organization of any country where the Athlete is present, the IOC during the Olympic Games, and the IPC during Paralympic Games. Target Testing will be made a priority.

5.2 Responsibility for IFF Testing

The IFF Medical Committee shall be responsible for drawing up a test distribution plan for the sport of Floorball in accordance with Article 4 of the International Standard for Testing, and for the implementation of that plan, including overseeing all Testing conducted by or on

behalf of IFF. Testing may be conducted by members of the IFF or by other qualified persons so authorized by IFF.

5.3 Testing Standards

Testing conducted by IFF and its National Federations shall be in substantial conformity with the International Standard for Testing in force at the time of Testing.

5.3.1 Blood (or other non-urine) Samples may be used to detect Prohibited Substances or Prohibited Methods, for screening procedure purposes, or for longitudinal hematological profiling ("the passport"). If the Sample is collected for screening only, it will have no consequences for the Athlete other than to identify him/her for a urine test under these anti-doping rules. In these circumstances, the IFF may decide at its own discretion which blood parameters are to be measured in the screening Sample and what levels of those parameters will be used to indicate that an Athlete should be selected for a urine test. If however, the Sample is collected for longitudinal hematological profiling ("the passport"), it may be used for anti-doping purposes in accordance with Article 2.2 of the Code.

5.4 Coordination of Testing

IFF and National Federations shall promptly report completed tests through the WADA clearinghouse to avoid unnecessary duplication in Testing.

5.5 Athlete Whereabouts Requirements

5.5.1 IFF shall identify a Registered Testing Pool of those Athletes who are required to comply with the whereabouts requirements of the International Standard for Testing, and shall publish the criteria for Athletes to be included in this Registered Testing Pool as well as a list of the Athletes meeting those criteria for the period in question. IFF shall review and update as necessary its criteria for including Athletes in its Registered Testing Pool, and shall revise the membership of its Registered Testing Pool from time to time as appropriate in accordance with the set criteria. Each Athlete in the Registered Testing Pool (a) shall advise IFF of his/her whereabouts on a quarterly basis, in the manner set out in Article 11.3 of the International Standard for Testing and the IFF Whereabouts guidelines; (b) shall update that information as necessary, in accordance with Article 11.4.2 of the International Standard for Testing and the IFF Whereabouts guidelines, so that it remains accurate and complete at all times; and (c) shall make him/herself available for Testing at such whereabouts, in accordance with Article 11.4 of the International Standard for Testing and the IFF Whereabouts guidelines.

5.5.2 An Athlete's failure to advise IFF of his/her whereabouts shall be deemed a Filing Failure for purposes of Article 2.4 where the conditions of Article 11.3.5 of the International Standard for Testing are met.

5.5.3 An Athlete's failure to be available for Testing at his/her declared whereabouts shall be deemed a Missed Test for purposes of Article 2.4 where the conditions of Article 11.4.3 of the International Standard for Testing are met.

5.5.4 Each National Federation shall also assist its National Anti-Doping Organization in establishing a national level Registered Testing Pool of top level national Athletes to whom the whereabouts requirements of the International

Standard for Testing shall also apply. Where those Athletes are also in the IFF's Registered Testing Pool, the IFF and the National Anti-Doping Organization will agree (with the assistance of WADA if required) on which of them will take responsibility for receiving whereabouts filings from the Athlete and sharing it with the other (and with other Anti-Doping Organizations) in accordance with Article 5.5.5.

5.5.5 Whereabouts information provided pursuant to Articles 5.5.1 and 5.5.4 shall be shared with WADA and other Anti-Doping Organizations having jurisdiction to test an Athlete in accordance with Articles 11.7.1(d) and 11.7.3(d) of the International Standard for Testing, including the strict condition that it be used only for Doping Control purposes.

5.6 Retirement and Return to Competition

5.6.1 An Athlete who has been identified by IFF for inclusion in IFF's Registered Testing Pool shall continue to be subject to these Anti-Doping Rules, including the obligation to comply with the whereabouts requirements of the International Standard for Testing unless and until the Athlete gives written notice to IFF that he or she has retired or until he or she no longer satisfies the criteria for inclusion in IFF's Registered Testing Pool and has been so informed by IFF.

5.6.2 An Athlete who has given notice of retirement to IFF may not resume competing unless he or she notifies IFF at least six months before he or she expects to return to competition and makes him/herself available for unannounced Out-of-Competition Testing, including (if requested) complying with the whereabouts requirements of the International Standard for Testing, at any time during the period before actual return to competition.

5.6.3 National Federations/National Anti-Doping Organizations may establish similar requirements for retirement and returning to competition for Athletes in the national Registered Testing Pool.

5.7 Selection of Athletes to be Tested

5.7.1 At IFF Events, the IFF Medical Committee shall determine the number of finishing placement tests, random tests and target tests to be performed.

5.7.1.1 The IFF Medical Committee shall target a certain number of athletes not necessarily linked to final placements in order to maximize the diversity of athletes tested or based on information provided by the WADA Clearinghouse on previous tests.

5.7.2 At National Events, each National Federation shall determine the number of Athletes selected for Testing in each Competition and the procedures for selecting the Athletes for Testing.

5.7.3 In addition to the selection procedures set forth in Articles 5.7.1 and 5.7.2 above, the Medical Committee at IFF Events, and the National Federation at National Events, may also select Athletes or teams for Target Testing so long as such Target Testing is not used for any purpose other than legitimate Doping Control purposes.

5.7.4 Athletes shall be selected for Out-of-Competition Testing by the IFF Medical Committee and by National Federations through a process that

substantially complies with the International Standard for Testing in force at the time of selection.

5.8 National Federations and the organizing committees for National Federation Events shall provide access to Independent Observers at Events as directed by IFF.

ARTICLE 6 ANALYSIS OF SAMPLES

Doping Control Samples collected under these Anti-Doping Rules shall be analyzed in accordance with the following principles:

6.1 Use of Approved Laboratories

IFF shall send Doping Control Samples for analysis only to WADA-accredited laboratories or as otherwise approved by WADA. The choice of the WADA-accredited laboratory (or other laboratory or method approved by WADA) used for the Sample analysis shall be determined exclusively by IFF.

6.2 Purpose of Collection and Analysis of Samples

Samples shall be analyzed to detect Prohibited Substances and Prohibited Methods identified on the Prohibited List and other substances as may be directed by WADA pursuant to the Monitoring Program described in Article 4.5 of the Code or to assist IFF in profiling relevant parameters in an Athlete's urine, blood or other matrix, including DNA or genomic profiling, for anti-doping purposes.

6.3 Research on Samples

No Sample may be used for any purpose other than as described in Article 6.2 without the Athlete's written consent. Samples used (with the Athlete's consent) for purposes other than Article 6.2 shall have any means of identification removed such that they cannot be traced back to a particular Athlete.

6.4 Standards for Sample Analysis and Reporting

Laboratories shall analyze Doping Control Samples and report results in conformity with the International Standard for Laboratories.

6.5 Retesting Samples

A Sample may be reanalyzed for the purposes described in Article 6.2 at any time exclusively at the direction of IFF or WADA. The circumstances and conditions for retesting Samples shall conform with the requirements of the International Standard for Laboratories.

ARTICLE 7 RESULTS MANAGEMENT

7.1 Results Management for Tests Initiated by IFF

Results management for tests initiated by IFF (including tests performed by WADA pursuant to agreement with IFF) shall proceed as set forth below:

7.1.1 The results from all analyses must be sent to IFF in encoded form, in a report signed by an authorised representative of the laboratory. All communication must be conducted in confidentiality and in conformity with ADAMS, a database

management tool developed by WADA. ADAMS is consistent with data privacy statutes and norms applicable to WADA and other organizations using it.

7.1.2 Upon receipt of an A Sample Adverse Analytical Finding, the IFF Anti-Doping Administrator shall conduct a review to determine whether: (a) the Adverse Analytical Finding is consistent with an applicable TUE, or (b) there is any apparent departure from the International Standard for Testing or International Standard for Laboratories that caused the Adverse Analytical Finding.

7.1.3 In the following circumstances:

- (a) The Adverse Analytical Finding is for a Glucocorticosteroid, formoterol, salbutamol, salmeterol or terbutaline; and
- (b) The Sample in question was provided by an Athlete who is not in IFF's Registered Testing Pool, during his/her participation in an IFF Event for which (in accordance with Article 7.13 of the International Standard for Therapeutic Use Exemptions and Article 4.4.3 of these Anti-Doping Regulations and the IFF TUE Guidelines IFF does not require a TUE for asthma medication in advance;

then, before the matter is referred to IFF under Article 7.1, the Athlete shall be given an opportunity to apply to the Medical Committee for a Retroactive TUE in accordance with Article 7.13 of the International Standard for Therapeutic Use Exemptions. The result of that application shall be forwarded to IFF for consideration in its review of the Adverse Analytical Finding under Article 7.1.2.

7.1.4 If the initial review of an Adverse Analytical Finding under Article 7.1.2 does not reveal an applicable TUE, or departure from the International Standard for Testing or the International Standard for Laboratories that caused the Adverse Analytical Finding, IFF shall promptly notify the Athlete of: (a) the Adverse Analytical Finding; (b) the anti-doping rule violated; (c) the Athlete's right to promptly request the analysis of the B Sample or, failing such request, that the B Sample analysis may be deemed waived; (d) the scheduled date, time and place for the B Sample analysis (which shall be within the time period specified in the International Standard for Laboratories) if the Athlete or IFF chooses to request an analysis of the B Sample; (e) the opportunity for the Athlete and/or the Athlete's representative to attend the B Sample opening and analysis at the scheduled date, time and place if such analysis is requested; and (f) the Athlete's right to request copies of the A and B Sample laboratory documentation package which includes information as required by the International Standard for Laboratories. IFF shall also notify the Athlete's National Anti-Doping Organization and WADA. If IFF decides not to bring forward the Adverse Analytical Finding as an anti-doping rule violation, it shall so notify the Athlete, the Athlete's National Anti-Doping Organization and WADA.

7.1.5 Where requested by the Athlete or IFF, arrangements shall be made for Testing the B Sample within the time period specified in the International Standard for Testing. An Athlete may accept the A Sample analytical results by waiving the requirement for B Sample analysis. IFF may nonetheless elect to proceed with the B Sample analysis.

7.1.6 The Athlete and/or his representative shall be allowed to be present at the analysis of the B Sample within the time period specified in the International

Standard for Laboratories. Also a representative of the Athlete's National Federation as well as a representative of IFF shall be allowed to be present.

7.1.7 If the B Sample proves negative, then (unless IFF takes the case forward as an anti-doping rule violation under Article 2.2) the entire test shall be considered negative and the Athlete, his National Federation, and IFF shall be so informed.

7.1.8 If a Prohibited Substance or the Use of a Prohibited Method is identified, the findings shall be reported to the Athlete, his National Federation, IFF, and to WADA.

7.1.9 For apparent anti-doping rule violations that do not involve Adverse Analytical Findings, IFF shall conduct any necessary follow-up investigation and, at such time as it is satisfied that an anti-doping rule violation has occurred, it shall then promptly notify the Athlete of the anti-doping rule which appears to have been violated, and the basis of the violation.

7.2 Results Management for Atypical Findings

7.2.1 As provided in the International Standards, in certain circumstances laboratories are directed to report the presence of Prohibited Substances that may also be produced endogenously as Atypical Findings that should be investigated further.

7.2.2 If a laboratory reports an Atypical Finding in respect of a Sample collected from an Athlete by or on behalf of IFF, the IFF Anti-Doping Administrator shall conduct a review to determine whether: (a) the Atypical Finding is consistent with an applicable TUE that has been granted as provided in the International Standard for Therapeutic Use Exemptions, or (b) there is any apparent departure from the International Standard for Testing or International Standard for Laboratories that caused the Atypical Analytical Finding.

7.2.3 If the initial review of an Atypical Finding under Article 7.2.2 reveals an applicable TUE or departure from the International Standard for Testing or the International Standard for Laboratories that caused the Atypical Finding, the entire test shall be considered negative and the Athlete, his National Federation and IFF shall be so informed.

7.2.4 If the initial review of an Atypical Finding under Article 7.2.2 does not reveal an applicable TUE or departure from the International Standard for Testing or the International Standard for Laboratories that caused the Atypical Finding, IFF shall conduct the follow-up investigation required by the International Standards. If, once that investigation is completed, it is concluded that the Atypical Finding should be considered an Adverse Analytical Finding, IFF shall pursue the matter in accordance with Article 7.1.3.

7.2.5 IFF will not provide notice of an Atypical Finding until it has completed its investigation and has decided whether it will bring the Atypical Finding forward as an Adverse Analytical Finding unless one of the following circumstances exists:

(a) If IFF determines the B Sample should be analyzed prior to the conclusion of its follow-up investigation, it may conduct the B Sample analysis after notifying the Athlete, with such notice to include a description of the Atypical Finding and the information described in Article 7.1.3(c) to (f).

(b) If IFF receives a request, either from a Major Event Organization shortly before one of its International Events or from a sports organization responsible for meeting an imminent deadline for selecting team members for an IFF Event, to disclose whether any Athlete identified on a list provided but the Major Event Organization or sports organization has a pending Atypical Finding, IFF shall so identify any such Athlete after first providing notice of the Atypical Finding to the Athlete.

7.3 Results Management for Tests Initiated During Other International Events

Results management and the conduct of hearings from a test by the International Olympic Committee, the International Paralympic Committee, or a Major Event Organization, shall be managed, as far as sanctions beyond Disqualification from the Event or the results of the Event, by IFF.

7.4 Results Management for Tests initiated by National Federations

Results management conducted by National Federations shall be consistent with the general principles for effective and fair results management which underlie the detailed provisions set forth in Article 7. Results of all Doping Controls shall be reported to IFF and to WADA within 14 days of the conclusion of the National Federation's results management process. Any apparent anti-doping rule violation by an Athlete who is a member of that National Federation shall be promptly referred to an appropriate hearing panel established pursuant to the rules of the National Federation or national law. Apparent anti-doping rule violations by Athletes who are members of another National Federation shall be referred to the Athlete's National Federation for hearing.

7.5 Results Management for Whereabouts Violations

7.5.1 Results management in respect of an apparent Filing Failure by an Athlete in IFF's Registered Testing Pool shall be conducted by IFF in accordance with Article 11.6.2 of the International Standard for Testing and the IFF Whereabouts Guidelines (unless it has been agreed in accordance with Article 5.5.4 that the National Federation or National Anti-Doping Organization shall take such responsibility).

7.5.2 Results management in respect of an apparent Missed Test by an Athlete in IFF's Registered Testing Pool as a result of an attempt to test the Athlete by or on behalf of IFF shall be conducted by IFF in accordance with Article 11.6.3 of the International Standard for Testing and the IFF Whereabouts Guidelines. Results management in respect of an apparent Missed Test by such Athlete as a result of an attempt to test the Athlete by or on behalf of another Anti-Doping Organization shall be conducted by that other Anti-Doping Organization in accordance with Article 11.7.6(c) of the International Standard for Testing.

7.5.3 Where, in any eighteen-month period, an Athlete in IFF's Registered Testing Pool is declared to have three Filing Failures, or three Missed Tests, or any combination of Filing Failures or Missed Tests adding up to three in total, whether under these Anti-Doping Rules or under the rules of any other Anti-Doping Organization, IFF shall bring them forward as an apparent anti-doping rule violation.

7.6 Provisional Suspensions

7.6.1 If analysis of an A Sample has resulted in an Adverse Analytical Finding for a Prohibited Substance that is not a Specified Substance, and a review in accordance with Article 7.1.2 does not reveal an applicable TUE or departure from the

International Standard for Testing or the International Standard for Laboratories that caused the Adverse Analytical Finding, IFF shall Provisionally Suspend the Athlete pending the hearing panel's determination of whether he/she has committed an anti-doping rule violation.

7.6.2 In any case not covered by Article 7.6.1 where IFF decides to take the matter forward as an apparent anti-doping rule violation in accordance with the foregoing provisions of this Article 7, the IFF CB after consultation with the IFF Anti-Doping Administrator may Provisionally Suspend the Athlete pending the hearing panel's determination of whether he/she has committed an anti-doping rule violation.

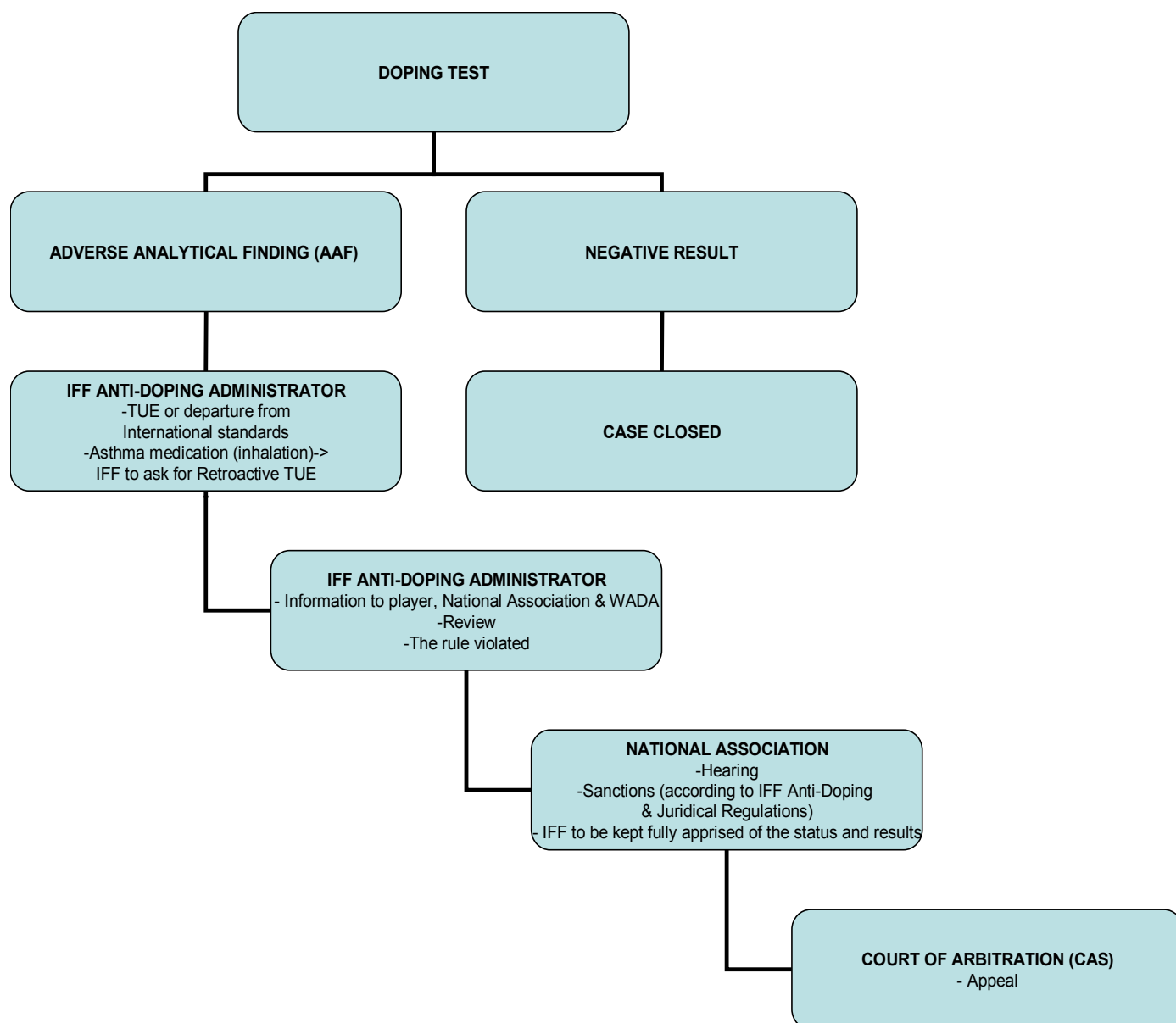
7.6.3 Where a Provisional Suspension is imposed, whether pursuant to Article 7.6.1 or Article 7.6.2, the Athlete shall be given either (a) an opportunity for a Provisional Hearing before imposition of the Provisional Suspension or on a timely basis after imposition of the Provisional Suspension; or (b) an opportunity for an expedited hearing in accordance with Article 8 (Right to a Fair Hearing) on a timely basis after imposition of a Provisional Suspension. National Federations shall impose Provisional Suspensions in accordance with the principles set forth in this Article 7.6.

7.6.4 If a Provisional Suspension is imposed based on an Adverse Analytical Finding in respect of an A Sample, and any subsequent analysis of the B Sample analysis does not confirm the A Sample analysis, then the Athlete shall not be subject to any further Provisional Suspension on account of a violation of Article 2.1 of the Code (Presence of a Prohibited Substance or its Metabolites or Markers). In circumstances where the Athlete (or the Athlete's team as may be provided in the rules of the applicable IFF) has been removed from a Competition based on a violation of Article 2.1 and the subsequent B Sample analysis does not confirm the A Sample finding, if, without otherwise affecting the Competition, it is still possible for the Athlete or team to be reinserted, the Athlete or team may continue to take part in the Competition.

7.7 Retirement from Sport

If an Athlete or other Person retires while a results management process is underway, IFF retains jurisdiction to complete its results management process. If an Athlete or other Person retires before any results management process has begun and IFF would have had results management jurisdiction over the Athlete or other Person at the time the Athlete or other Person committed an anti-doping rule violation, IFF has jurisdiction to conduct results management.

7.8 Results Management Process schematic diagram



ARTICLE 8 RIGHT TO A FAIR HEARING

8.1 When it appears, following the results management process described in Article 7, that these Anti-Doping Rules have been violated, the Athlete or other Person involved shall be brought before a disciplinary panel of the Athlete or other Person's National Federation for a hearing to adjudicate whether a violation of these Anti-Doping Rules occurred and if so what Consequences should be imposed. The hearing process shall respect the following principles:

- a timely hearing;
- fair and impartial hearing panel;
- the right to be represented by counsel at the Person's own expense;
- the right to be informed in a fair and timely manner of the asserted anti-doping rule violation;
- the right to respond to the asserted anti-doping rule violation and resulting Consequences;
- the right of each party to present evidence, including the right to call and question witnesses (subject to the hearing panel's discretion to accept testimony by telephone or written submission);
- the Person's right to an interpreter at the hearing, with the hearing panel to determine the identity, and responsibility for the cost of the interpreter; and
- a timely, written, reasoned decision, specifically including an explanation of the reason(s) for any period of Ineligibility.

8.2 Hearings pursuant to this Article shall be completed expeditiously and in all cases within three months of the completion of the Results Management process described in Article 7. Hearings held in connection with Events may be conducted by an expedited process. If the completion of the hearing is delayed beyond three months, IFF may elect, if the Athlete is an International Level Athlete, to bring the case directly to a single arbitrator from the Court of Arbitration for Sport. The case before the Court of Arbitration for Sport shall be handled in accordance with the Court of Arbitration for Sport appeal procedure without reference to any time limit for appeal. If the completion of the hearing is delayed beyond three months, and the Athlete is not an International Level Athlete, IFF may elect to bring the case directly to the national level appellate body referenced in Article 13.2.2. In either case, the hearing shall proceed at the responsibility of and the expense of the National Federation. In either case the appeal from such decision shall be to the Court of Arbitration for Sport.

8.3 National Federations shall keep IFF fully apprised as to the status of pending cases and the results of all hearings.

8.4 IFF shall have the right to attend hearings as an observer.

8.5 The Athlete or other Person may forego a hearing by acknowledging the violation of these Anti-Doping Regulations and accepting Consequences consistent with Articles 9 and 10 as proposed by the National Federation. The right to a hearing may be waived either expressly or by the Athlete's or other Person's failure to challenge the National Federation's assertion that an anti-doping rule violation has occurred within two weeks. Where no hearing occurs, the National Federation shall submit to the persons described in Article 13.2.3 a reasoned decision explaining the action taken.

8.6 Decisions by National Federations, whether as the result of a hearing or the Athlete or other Person's acceptance of Consequences, may be appealed as provided in Article 13.

8.7 Hearing decisions by the National Federation shall not be subject to further administrative review at the national level except as provided in Article 13 or as required by applicable national law.

ARTICLE 9 AUTOMATIC DISQUALIFICATION OF INDIVIDUAL RESULTS

A violation of these Anti-Doping Regulations in Individual Sports in connection with an In-Competition test automatically leads to Disqualification of the result obtained in that Competition with all resulting consequences, including forfeiture of any medals, points and prizes.

ARTICLE 10 SANCTIONS ON INDIVIDUALS

10.1 Disqualification of Results in Event During which an Anti-Doping Rule Violation Occurs

An Anti-Doping Rule violation occurring during or in connection with an Event may lead to Disqualification of all of the Athlete's individual results obtained in that Event with all consequences, including forfeiture of all medals, points and prizes, except as provided in Article 10.1.1.

10.1.1 If the Athlete establishes that he or she bears No Fault or Negligence for the violation, the Athlete's individual results in the other Competition shall not be Disqualified unless the Athlete's results in Competition other than the Competition in which the anti-doping rule violation occurred were likely to have been affected by the Athlete's anti-doping rule violation.

10.2 Ineligibility for Presence, Use or Attempted Use, or Possession of Prohibited Substances and Prohibited Methods

The period of Ineligibility imposed for a violation of Article 2.1 (Presence of Prohibited Substance or its Metabolites or Markers), Article 2.2 (Use or Attempted Use of Prohibited Substance or Prohibited Method) or Article 2.6 (Possession of Prohibited Substances and Methods) shall be as follows, unless the conditions for eliminating or reducing the period of Ineligibility, as provided in Articles 10.4 and 10.5, or the conditions for increasing the period of Ineligibility, as provided in Article 10.6, are met:

First violation: Two (2) years' Ineligibility.

10.3 Ineligibility for Other Anti-Doping Rule Violations

The period of Ineligibility for violations of these Anti-Doping Rules other than as provided in Article 10.2 shall be as follows:

10.3.1 For violations of Article 2.3 (refusing or failing to submit to Sample collection) or Article 2.5 (Tampering with Doping Control), the Ineligibility period shall be two (2) years unless the conditions provided in Article 10.5, or the conditions provided in Article 10.6, are met.

10.3.2 For violations of Article 2.7 (Trafficking) or Article 2.8 (Administration of Prohibited Substance or Prohibited Method), the period of Ineligibility imposed shall be a minimum of four (4) years up to lifetime Ineligibility unless the conditions provided in Article 10.5 are met. An anti-doping rule violation involving a Minor shall be considered a particularly serious violation, and, if committed by Athlete Support Personnel for violations other than Specified Substances shall result in lifetime Ineligibility for such Athlete Support Personnel. In addition, significant violations of such Articles which also violate non-

sporting laws and regulations, shall be reported to the competent administrative, professional or judicial authorities.

10.3.3 For violations of Article 2.4 (Filing Failures and/ or Missed Tests), the period of Ineligibility shall be at a minimum one (1) year and at a maximum two (2) years based on the Athlete's degree of fault.

10.4 Elimination or Reduction of the Period of Ineligibility for Specified Substances under Specific Circumstances

Where an Athlete or other Person can establish how a Specified Substance entered his or her body or came into his or her possession and that such Specified Substance was not intended to enhance the Athlete's sport performance or mask the use of a performance-enhancing substance, the period of Ineligibility found in Article 10.2 shall be replaced with the following:

First violation: At a minimum, a reprimand and no period of Ineligibility from future Events, and at a maximum, two (2) years of Ineligibility.

To justify any elimination or reduction, the Athlete or other Person must produce corroborating evidence in addition to his or her word which establishes to the comfortable satisfaction of the hearing panel the absence of an intent to enhance sport performance or mask the use of a performance enhancing substance. The Athlete or other Person's degree of fault shall be the criterion considered in assessing any reduction of the period of Ineligibility.

10.5 Elimination or Reduction of Period of Ineligibility Based on Exceptional Circumstances

10.5.1 No Fault or Negligence

If an Athlete establishes in an individual case that he or she bears No Fault or Negligence, the otherwise applicable period of Ineligibility shall be eliminated. When a Prohibited Substance or its Markers or Metabolites is detected in an Athlete's Sample in violation of Article 2.1 (presence of Prohibited Substance), the Athlete must also establish how the Prohibited Substance entered his or her system in order to have the period of Ineligibility eliminated. In the event this Article is applied and the period of Ineligibility otherwise applicable is eliminated, the anti-doping rule violation shall not be considered a violation for the limited purpose of determining the period of Ineligibility for multiple violations under Article 10.7.

10.5.2 No Significant Fault or Negligence

If an Athlete or other Person establishes in an individual case that he or she bears No Significant Fault or Negligence, then the period of Ineligibility may be reduced, but the reduced period of Ineligibility may not be less than one-half of the period of Ineligibility otherwise applicable. If the otherwise applicable period of Ineligibility is a lifetime, the reduced period under this section may be no less than 8 years. When a Prohibited Substance or its Markers or Metabolites is detected in an Athlete's Sample in violation of Article 2.1 (Presence of Prohibited Substance or its Metabolites or Markers), the Athlete must also establish how the Prohibited Substance entered his or her system in order to have the period of Ineligibility reduced.

10.5.3 Substantial Assistance in Discovering or Establishing Anti-Doping Rule Violations

The IFF CB may, prior to a final appellate decision under Article 13 or the expiration of the time to appeal, suspend a part of the period of Ineligibility imposed in an individual case where the Athlete or other Person has provided Substantial Assistance to an Anti-Doping Organization, criminal authority or professional disciplinary body which results in the Anti-Doping Organization discovering or establishing an anti-doping rule violation by

another Person or which results in a criminal or disciplinary body discovering or establishing a criminal offense or the breach of professional rules by another Person. After a final appellate decision under Article 13 or the expiration of time to appeal, IFF may only suspend a part of the applicable period of Ineligibility with the approval of WADA. The extent to which the otherwise applicable period of Ineligibility may be suspended shall be based on the seriousness of the anti-doping rule violation committed by the Athlete or other Person and the significance of the Substantial Assistance provided by the Athlete or other Person to the effort to eliminate doping in sport. No more than three-quarters of the otherwise applicable period of Ineligibility may be suspended. If the otherwise applicable period of Ineligibility is a lifetime, the non-suspended period under this Article must be no less than 8 years. If IFF suspends any part of the period of Ineligibility under this Article, it shall promptly provide a written justification for its decision to each Anti-Doping Organization having a right to appeal the decision. If IFF subsequently reinstates any part of the suspended period of Ineligibility because the Athlete or other Person has failed to provide the Substantial Assistance which was anticipated, the Athlete or other Person may appeal the reinstatement pursuant to Article 13.2.

10.5.4 Admission of an Anti-Doping Rule Violation in the Absence of Other Evidence

Where an Athlete or other Person voluntarily admits the commission of an anti-doping rule violation before having received notice of a Sample collection which could establish an anti-doping rule violation (or, in the case of an anti-doping rule violation other than Article 2.1, before receiving first notice of the admitted violation pursuant to Article 7) and that admission is the only reliable evidence of the violation at the time of admission, then the period of Ineligibility may be reduced, but not below one-half of the period of Ineligibility otherwise applicable.

10.5.5 Where an Athlete or Other Person Establishes Entitlement to Reduction in Sanction under More than One Provision of this Article

Before applying any reductions under Articles 10.5.2, 10.5.3 or 10.5.4, the otherwise applicable period of Ineligibility shall be determined in accordance with Articles 10.2, 10.3, 10.4 and 10.6. If the Athlete or other Person establishes entitlement to a reduction or suspension of the period of Ineligibility under two or more of Articles 10.5.2, 10.5.3 or 10.5.4, then the period of Ineligibility may be reduced or suspended, but not below one-quarter of the otherwise applicable period of Ineligibility.

10.6 Aggravating Circumstances Which May Increase the Period of Ineligibility

If IFF establishes in an individual case involving an anti-doping rule violation other than violations under Article 2.7 (Trafficking) and 2.8 (Administration) that aggravating circumstances are present which justify the imposition of a period of Ineligibility greater than the standard sanction, then the period of Ineligibility otherwise applicable shall be increased up to a maximum of four years unless the Athlete or other Person can prove to the comfortable satisfaction of the hearing panel that he did not knowingly violate the anti-doping rule.

An Athlete or other Person can avoid the application of this Article by admitting the anti-doping rule violation as asserted promptly after being confronted with the anti-doping rule violation by IFF.

10.7 Multiple Violations

10.7.1 Second Anti-Doping Rule Violation

For an Athlete's or other Person's first anti-doping rule violation, the period of Ineligibility is set forth in Articles 10.2 and 10.3 (subject to elimination, reduction or suspension under Articles 10.4 or 10.5, or to an increase under Article 10.6). For a second anti-doping rule violation the period of Ineligibility shall be within the range set forth in the table below.

Second Violation	RS	FFMT	NSF	St	AS	TRA
First Violation						
RS	1-4	2-4	2-4	4-6	8-10	10-life
FFMT	1-4	4-8	4-8	6-8	10-life	life
NSF	1-4	4-8	4-8	6-8	10-life	life
St	2-4	6-8	6-8	8-life	life	life
AS	4-5	10-life	10-life	life	life	life
TRA	8-life	life	Life	life	life	life

Definitions for purposes of the second anti-doping rule violation table:

RS (Reduced sanction for Specified Substance under Article 10.4): The anti-doping rule violation was or should be sanctioned by a reduced sanction under Article 10.4 because it involved a Specified Substance and the other conditions under Article 10.4 were met.

FFMT (Filing Failures and/or Missed Tests): The anti-doping rule violation was or should be sanctioned under Article 10.3.3 (Filing Failures and/or Missed Tests).

NSF (Reduced sanction for No Significant Fault or Negligence): The anti-doping rule violation was or should be sanctioned by a reduced sanction under Article 10.5.2 because No Significant Fault or Negligence under Article 10.5.2 was proved by the Athlete.

St (Standard sanction under Articles 10.2 or 10.3.1): The anti-doping rule violation was or should be sanctioned by the standard sanction of two years under Article 10.2 or 10.3.1.

AS (Aggravated sanction): The anti-doping rule violation was or should be sanctioned by an aggravated sanction under Article 10.6 because the Anti-Doping Organization established the conditions set forth under Article 10.6.

TRA (Trafficking or Attempted Trafficking and administration or Attempted administration): The anti-doping rule violation was or should be sanctioned by a sanction under Article 10.3.2.

10.7.2 Application of Articles 10.5.3 and 10.5.4 to Second Anti-Doping Rule Violation

Where an Athlete or other Person who commits a second anti-doping rule violation establishes entitlement to suspension or reduction of a portion of the period of Ineligibility under Article 10.5.3 or Article 10.5.4, the hearing panel shall first determine the otherwise applicable period of Ineligibility within the range established in the table in Article 10.7.1, and then apply the appropriate suspension or reduction of the period of Ineligibility. The remaining period of Ineligibility, after applying any suspension or reduction under Articles 10.5.3 and 10.5.4, must be at least one-fourth of the otherwise applicable period of Ineligibility.

10.7.3 Third Anti-Doping Rule Violation

A third anti-doping rule violation will always result in a lifetime period of Ineligibility, except if the third violation fulfills the condition for elimination or reduction of the period of Ineligibility under Article 10.4 or involves a violation of Article 2.4 (Filing Failures and/or and Missed Tests). In these particular cases, the period of Ineligibility shall be from eight (8) years to life ban.

10.7.4 Additional Rules for Certain Potential Multiple Violations

- For purposes of imposing sanctions under Article 10.7, an anti-doping rule violation will only be considered a second violation if the IFF (or its National Federation) can establish that the Athlete or other Person committed the second anti-doping rule violation after the Athlete or other Person received notice pursuant to Article 7 (Results Management), or after IFF (or its National Federation) made reasonable efforts to give notice, of the first anti-doping rule violation; if the IFF (or its National Federation) cannot establish this, the violations shall be considered together as one single first violation, and the sanction imposed shall be based on the violation that carries the more severe sanction; however, the occurrence of multiple violations may be considered as a factor in determining Aggravating Circumstances (Article 10.6).

- If, after the resolution of a first anti-doping rule violation, IFF discovers facts involving an anti-doping rule violation by the Athlete or other Person which occurred prior to notification regarding the first violation, then IFF shall impose an additional sanction based on the sanction that could have been imposed if the two violations would have been adjudicated at the same time. Results in all Competitions dating back to the earlier anti-doping rule violation will be Disqualified as provided in Article 10.8. To avoid the possibility of a finding of Aggravating Circumstances (Article 10.6) on account of the earlier-in-time but later-discovered violation, the Athlete or other Person must voluntarily admit the earlier anti-doping rule violation on a timely basis after notice of the violation for which he or she is first charged. The same rule shall also apply when IFF discovers facts involving another prior violation after the resolution of a second anti-doping rule violation.

10.7.5 Multiple Anti-Doping Rule Violations during an Eight-Year Period

For purposes of Article 10.7, each anti-doping rule violation must take place within the same eight (8) year period in order to be considered multiple violations.

10.8 Disqualification of Results in Competitions Subsequent to Sample Collection or Commission of an Anti-Doping Rule Violation

In addition to the automatic Disqualification of the results in the Competition which produced the positive Sample under Article 9 (Automatic Disqualification of Individual Results), all other competitive results obtained from the date a positive Sample was collected (whether In-Competition or Out-of-Competition), or other anti-doping rule violation occurred, through the commencement of any Provisional Suspension or Ineligibility period, shall, unless fairness requires otherwise, be Disqualified with all of the resulting consequences including forfeiture of any medals, points and prizes.

10.8.1 As a condition of regaining eligibility after being found to have committed an anti-doping rule violation, the Athlete must first repay all prize money forfeited under this Article.

10.8.2 Allocation of Forfeited Prize Money.

Forfeited prize money shall be allocated first to reimburse the collection expenses incurred by the Anti-Doping Organization in order to perform the necessary steps to collect the prize money back, then to reimburse the expenses incurred by the Anti-Doping Organization in order to conduct results management in the case, with the balance, if any, allocated in accordance with IFF's specific rules.

10.9 Commencement of Ineligibility Period

Except as provided below, the period of Ineligibility shall start on the date of the hearing decision providing for Ineligibility or, if the hearing is waived, on the date Ineligibility is accepted or otherwise imposed.

10.9.1 Delays Not Attributable to the Athlete or other Person

Where there have been substantial delays in the hearing process or other aspects of Doping Control not attributable to the Athlete or other Person, the IFF or Anti-Doping Organization imposing the sanction may start the period of Ineligibility at an earlier date commencing as early as the date of Sample collection or the date on which another anti-doping rule violation last occurred.

10.9.2 Timely Admission

Where the Athlete promptly (which, in all events, means before the Athlete competes again) admits the anti-doping rule violation after being confronted with the anti-doping rule violation by IFF, the period of Ineligibility may start as early as the date of Sample collection or the date on which another anti-doping rule violation last occurred. In each case, however, where this Article is applied, the Athlete or other Person shall serve at least one-half of the period of Ineligibility going forward from the date the Athlete or other Person accepted the imposition of a sanction, the date of a hearing decision imposing a sanction, or the date the sanction is otherwise imposed.

10.9.3 If a Provisional Suspension is imposed and respected by the Athlete, then the Athlete shall receive a credit for such period of Provisional Suspension against any period of Ineligibility which may ultimately be imposed.

10.9.4 If an Athlete voluntarily accepts a Provisional Suspension in writing from IFF and thereafter refrains from competing, the Athlete shall receive a credit for such period of voluntary Provisional Suspension against any period of Ineligibility which may ultimately be imposed. A copy of the Athlete's voluntary acceptance of a Provisional Suspension shall be provided promptly to each party entitled to receive notice of a potential anti-doping rule violation under Article 14.1.

10.9.5 No credit against a period of Ineligibility shall be given for any time period before the effective date of the Provisional Suspension or voluntary Provisional Suspension regardless of whether the Athlete elected not to compete or was suspended by his or her team.

10.10 Status During Ineligibility

10.10.1 Prohibition against Participation during Ineligibility

No Athlete or other Person who has been declared Ineligible may, during the period of Ineligibility, participate in any capacity in an Event or activity (other than authorized anti-doping education or rehabilitation programs) authorized or organized by IFF or any National Federation or a club or other member organization of IFF or any National Federation, or in Competitions authorized or organized by any professional league or any international or national level Event organization.

An Athlete or other Person subject to a period of Ineligibility longer than four years may, after completing four years of the period of Ineligibility, participate in local sport events in a sport other than sports subject to the jurisdictions of IFF and its National Federations, but only so long as the local sport event is not at a level that could otherwise qualify such Person directly or indirectly to compete in (or accumulate points toward) a national championship or International Event.

An Athlete or other Person subject to a period of Ineligibility shall remain subject to Testing.

10.10.2 Violation of the Prohibition of Participation during Ineligibility

Where an Athlete or other Person who has been declared Ineligible violates the prohibition against participation during Ineligibility described in Article 10.10.1, the results of such participation shall be Disqualified and the period of Ineligibility which was originally imposed shall start over again as of the date of the violation. The new period of Ineligibility may be reduced under Article 10.5.2 if the Athlete or other Person establishes he or she bears No Significant Fault or Negligence for violating the prohibition against participation. The determination of whether an Athlete or other Person has violated the prohibition against participation, and whether a reduction under Article 10.5.2 is appropriate, shall be made by IFF.

10.10.3 Withholding of Financial Support during Ineligibility

In addition, for any anti-doping rule violation not involving a reduced sanction for Specified Substances as described in Article 10.4, some or all sport-related financial support or other sport-related benefits received by such Person will be withheld by IFF and its National Federations.

10.11 Reinstatement Testing

As a condition to regaining eligibility at the end of a specified period of Ineligibility, an Athlete must, during any period of Provisional Suspension or Ineligibility, make him or herself available for Out-of-Competition Testing by IFF, the applicable National Federation, and any other Anti-Doping Organization having Testing jurisdiction, and must comply with the whereabouts requirements of Article 11 of the International Standard for Testing. If an Athlete subject to a period of Ineligibility retires from sport and is removed from Out-of-Competition Testing pools and later seeks reinstatement, the Athlete shall not be eligible for reinstatement until the Athlete has notified IFF and the applicable National Federation and has been subject to Out-of-Competition Testing for a period of time equal to the period of Ineligibility remaining as of the date the Athlete had retired. During such remaining period of Ineligibility, a minimum of 2 tests must be conducted on the Athlete with at least three months between each test. The National Federation shall be responsible for conducting the necessary tests, but tests by any Anti-Doping Organization may be used to satisfy the requirement. The results of such tests shall be reported to IFF. In addition, immediately prior to the end of the period of Ineligibility, an Athlete must undergo Testing by IFF for the Prohibited Substances and Methods that are prohibited in Out-of-Competition Testing. Once the period of an Athlete's Ineligibility has expired, and the Athlete has fulfilled the conditions of reinstatement, then the Athlete will become automatically re-eligible and no application by the Athlete or by the Athlete's National Federation will then be necessary.

ARTICLE 11 CONSEQUENCES TO TEAMS

11.1 Where more than one member of a team in a Team Sport has been notified of a possible Anti-Doping Rule violation under Article 7 in connection with an Event, the Team ruling body for the Event shall conduct appropriate Target Testing of the team during the Event Period. If more than two members of a team in a Team Sport are found to have committed an Anti-Doping Rule violation during an Event period, the ruling body of the Event shall impose an appropriate sanction on the team (e.g., loss of points, loss of match, Disqualification from a Competition or Event, or other

sanction) in addition to any Consequences imposed upon the individual Athlete(s) committing the Anti-Doping Rule violation.

ARTICLE 12 SANCTIONS AND COSTS ASSESSED AGAINST NATIONAL FEDERATIONS

12.1 The IFF CB has the authority to withhold some or all funding or other non financial support to National Federations that are not in compliance with these Anti-Doping Regulations.

12.2 National Federations shall be obligated to reimburse IFF for all costs (including but not limited to laboratory fees, hearing expenses and travel) related to a violation of these Anti-Doping Regulations committed by an Athlete or other Person affiliated with that National Federation.

12.3 IFF may elect to take additional disciplinary action against National Federations with respect to recognition, the eligibility of its officials and athletes to participate in International Events and fines based on the following:

12.3.1 Four or more violations of these Anti-Doping Regulations (other than violations involving Articles 2.4 and 10.3) are committed by Athletes or other Persons affiliated with a National Federation within a 12-month period in testing conducted by IFF or Anti-Doping Organizations other than the National Federation or its National Anti-Doping Organization. In such event the IFF may in its discretion elect to: (a) ban all officials from that National Federation for participation in any IFF activities for a period of up to two years and/or (b) fine the National Federation in an amount up to 5000 CHF. (For purposes of this Rule, any fine paid pursuant to Rule 12.3.2 shall be credited against any fine assessed.)

12.3.1.1 If four or more violations of these Anti-Doping Regulations (other than violations involving Articles 2.4 and 10.3) are committed in addition to the violations described in Article 12.3.1 by Athletes or other Persons affiliated with a National Federation within a 12-month period in testing conducted by IFF or Anti-Doping Organizations other than the National Federation or its National Anti-Doping Organization, then the IFF may suspend that National Federation's membership for a period of up to 4 years.

12.3.2 More than one Athlete or other Person from a National Federation commits an Anti-Doping Rule violation during an IFF Event. In such event IFF may fine that National Federation in an amount up to 1000 CHF.

12.3.3 A National Federation has failed to make diligent efforts to keep IFF informed about an Athlete's whereabouts after receiving a request for that information from IFF. In such event IFF may fine the National Federation in an amount up to 1000 CHF per Athlete in addition to all of IFF costs incurred in Testing that National Federation's Athletes.

ARTICLE 13 APPEALS

13.1 Decisions Subject to Appeal

Decisions made under these Anti-Doping Rules may be appealed as set forth below in Article 13.2 through 13.4 or as otherwise provided in these Anti-Doping Rules. Such decisions shall remain in effect while under appeal unless the appellate body orders otherwise. Before an appeal is commenced, any post-decision review authorized in these rules must be exhausted (except as provided in Article 13.1.1).

13.1.1 WADA Not Required to Exhaust Internal Remedies

Where WADA has a right to appeal under Article 13 and no other party has appealed a final decision within the IFF or its National Federation's process, WADA may appeal such

decision directly to CAS without having to exhaust other remedies in the IFF or its National Federation's process.

13.2 Appeals from Decisions Regarding Anti-Doping Rule Violations, Consequences, and Provisional Suspensions

A decision that an anti-doping rule violation was committed, a decision imposing Consequences for an anti-doping rule violation, or a decision that no anti-doping rule violation was committed; a decision that an anti-doping rule violation proceeding cannot go forward for procedural reasons (including, for example, prescription); a decision under Article 10.10.2 (prohibition of participation during Ineligibility); a decision that the IFF or its National Federation lacks jurisdiction to rule on an alleged anti-doping rule violation or its Consequences; a decision by any National Federation not to bring forward an Adverse Analytical Finding or an Atypical Finding as an anti-doping rule violation, or a decision not to go forward with an anti-doping rule violation after an investigation under Article 7.4; and a decision to impose a Provisional Suspension as a result of a Provisional Hearing or otherwise in violation of Article 7.4 may be appealed exclusively as provided in this Article 13.2.

Notwithstanding any other provision herein, the only Person that may appeal from a Provisional Suspension is the Athlete or other Person upon whom the Provisional Suspension is imposed.

13.2.1 Appeals Involving International-Level Athletes

In cases arising from competition in an International Event or in cases involving International-Level Athletes, the decision may be appealed exclusively to CAS in accordance with the provisions applicable before such court.

13.2.2 Appeals Involving National-Level Athletes

In cases involving Athletes who do not have a right to appeal under Article 13.2.1, each National Federation shall have in place an appeal procedure that respects the following principles: a timely hearing, a fair and impartial hearing panel; the right to be represented by a counsel at the person's expense; and a timely, written, reasoned decision. IFF's rights of appeal with respect to these cases are set forth in Article 13.2.3 below.

13.2.3 Persons Entitled to Appeal

In cases under Article 13.2.1, the following parties shall have the right to appeal to CAS: (a) the Athlete or other Person who is the subject of the decision being appealed; (b) the other party to the case in which the decision was rendered; (c) IFF and any other Anti-Doping Organization under whose rules a sanction could have been imposed; (d) the International Olympic Committee or International Paralympic Committee, as applicable, where the decision may have an effect in relation to the Olympic Games or Paralympic Games, including decisions affecting eligibility for the Olympic Games or Paralympic Games; and (e) WADA. In cases under Article 13.2.2, the parties having the right to appeal to the national-level reviewing body shall be as provided in the National Federation's rules but, at a minimum, shall include the following parties: (a) the Athlete or other Person who is the subject of the decision being appealed; (b) the other party to the case in which the decision was rendered; (c) IFF; and (d) WADA. For cases under Article 13.2.2, WADA and IFF shall also have the right to appeal to CAS with respect to the decision of the national-level reviewing body.

13.3 Failure to Render a Timely Decision by IFF and its National Federations

Where, in a particular case, IFF or its National Federations fail to render a decision with respect to whether an anti-doping rule violation was committed within a reasonable deadline set by WADA, WADA may elect to appeal directly to CAS as if IFF or its National Federations had rendered a decision finding no anti-doping rule violation. If the CAS panel determines that an anti-doping rule violation was committed and that WADA acted reasonably in electing to appeal

directly to CAS, then WADA's costs and attorneys fees in prosecuting the appeal shall be reimbursed to WADA by IFF or its National Federations.

13.4 Appeals from Decisions Granting or Denying a Therapeutic Use Exemption

Decisions by WADA reversing the grant or denial of a TUE may be appealed exclusively to CAS by the Athlete, IFF, or National Anti-Doping Organization or other body designated by a National Federation which granted or denied the exemption. Decisions to deny TUE's, and which are not reversed by WADA, may be appealed by International-Level Athletes to CAS and by other Athletes to the national level reviewing body described in Article 13.2.2. If the national level reviewing body reverses the decision to deny a TUE, that decision may be appealed to CAS by WADA.

When IFF, National Anti-Doping Organizations or other bodies designated by National Federations fail to take action on a properly submitted TUE application within a reasonable time, their failure to decide may be considered a denial for purposes of the appeal rights provided in this Article.

13.5 Appeal from Decisions Pursuant to Article 12

Decisions by IFF pursuant to Article 12 may be appealed exclusively to CAS by the National Federation.

13.6 Time for Filing Appeals

The time to file an appeal to CAS shall be twenty-one (21) days from the date of receipt of the decision by the appealing party. The above notwithstanding, the following shall apply in connection with appeals filed by a party entitled to appeal but which was not a party to the proceedings having lead to the decision subject to appeal:

- a) Within ten (10) days from notice of the decision, such party/ies shall have the right to request from the body having issued the decision a copy of the file on which such body relied;
- b) If such a request is made within the ten-day period, then the party making such request shall have twenty-one (21) days from receipt of the file to file an appeal to CAS.

The above notwithstanding, the filing deadline for an appeal or intervention filed by WADA shall be the later of:

- (a) Twenty-one (21) days after the last day on which any other party in the case could have appealed, or
- (b) Twenty-one (21) days after WADA's receipt of the complete file relating to the decision.

ARTICLE 14 NATIONAL FEDERATIONS' INCORPORATION OF IFF REGULATIONS, REPORTING AND RECOGNITION

14.1 Incorporation of IFF Anti-Doping Regulations

All National Federations shall comply with these Anti-Doping Regulations. These Anti-Doping Regulations shall also be incorporated either directly or by reference into each National Federations Rules. All National Federations shall include in their regulations the procedural rules necessary to effectively implement these Anti-Doping Regulations. Each National Federation shall obtain the written acknowledgement and agreement, in the form attached as Appendix 1, of all Athletes subject to Doping Control and Athlete Support Personnel for such Athletes. Notwithstanding whether or not the required form has been signed, the Rules of each National Federation shall specifically provide that all Athletes, Athlete Support Personnel and other Persons under the jurisdiction of the National Federation shall be bound by these Anti-Doping Regulations.

14.2 Statistical Reporting

14.2.1 National Federations shall report to IFF at the end of every year results of all Doping Controls no later than the 28th of February within their jurisdiction sorted by Athlete and identifying each date on which the Athlete was tested, the entity conducting the test, and whether the test was In-Competition or Out-of-Competition. IFF may periodically publish Testing data received from National Federations as well as comparable data from Testing under IFF's jurisdiction.

14.2.2 IFF shall publish annually a general statistical report of its Doping Control activities during the calendar year with a copy provided to WADA.

14.3 Doping Control Information Clearinghouse

When a National Federation has received an Adverse Analytical Finding on one of its Athletes it shall report the following information to IFF and WADA within fourteen (14) days of the process described in Article 7.1.2 and 7.1.3: the Athlete's name, country, sport and discipline within the sport, whether the test was In-Competition or Out-of-Competition, the date of Sample collection and the analytical result reported by the laboratory. The National Federation shall also regularly update IFF and WADA on the status and findings of any review or proceedings conducted pursuant to Article 7 (Results Management), Article 8 (Right to a Fair Hearing) or Article 13 (Appeals), and comparable information shall be provided to IFF and WADA within 14 days of the notification described in Article 7.1.9, with respect to other violations of these Anti-Doping Rules. In any case in which the period of Ineligibility is eliminated under Article 10.5.1 (No Fault or Negligence) or reduced under Article 10.5.2 (No Significant Fault or Negligence), IFF and WADA shall be provided with a written reasoned decision explaining the basis for the elimination or reduction. Neither IFF nor WADA shall disclose this information beyond those persons within their organisations with a need to know until the National Federation has made public disclosure or has failed to make public disclosure as required in Article 14.4 below.

14.4 Public Disclosure

14.4.1 Neither IFF nor its National Federation shall publicly identify Athletes whose Samples have resulted in Adverse Analytical Findings, or who were alleged to have violated other Articles of these Anti-Doping Regulations until it has been determined in a hearing in accordance with Article 8 that an anti-doping rule violation has occurred, or such hearing has been waived, or the assertion of an anti-doping rule violation has not been timely challenged or the Athlete has been Provisionally Suspended. Once a violation of these Anti-Doping Rules has been established, it shall be publicly reported within 20 days. IFF or its National Federation must also report within 20 days appeal decisions on an anti-doping rule violation. IFF or its National Federation shall also, within the time period for publication, send all hearing and appeal decisions to WADA.

14.4.2 In any case where it is determined, after a hearing or appeal, that the Athlete or other Person did not commit an anti-doping rule violation, the decision may be disclosed publicly only with the consent of the Athlete or other Person who is the subject of the decision. IFF or its National Federation shall use reasonable efforts to obtain such consent, and if consent is obtained, shall publicly disclose the decision in its entirety or in such redacted form as the Athlete or other Person may approve.

14.4.3 Neither IFF nor its National Federation or WADA accredited laboratory, or official of either, shall publicly comment on the specific facts of a pending case (as opposed to general description of process and science) except in response to public comments attributed to the Athlete, other Person or their representatives.

14.5 Recognition of Decisions by IFF and National Federations

Any decision of IFF or a National Federation regarding a violation of these Anti-Doping Regulations shall be recognized by all National Federations, which shall take all necessary action to render such results effective.

ARTICLE 15 RECOGNITION OF DECISIONS BY OTHER ORGANISATIONS

Subject to the right to appeal provided in Article 13, the Testing, TUE's and hearing results or other final adjudications of any Signatory to the Code which are consistent with the Code and are within the Signatory's authority, shall be recognized and respected by IFF and its National Federations. IFF and its National Federations may recognize the same actions of other bodies which have not accepted the Code if the rules of those bodies are otherwise consistent with the Code.

ARTICLE 16 STATUTE OF LIMITATIONS

No action may be commenced under these Anti-Doping Rules against an Athlete or other Person for a violation of an anti-doping rule contained in these Anti-Doping Rules unless such action is commenced within eight years from the date the violation occurred.

ARTICLE 17 IFF COMPLIANCE REPORTS TO WADA

The IFF will report to WADA on the IFF's compliance with the Code every second year and shall explain reasons for any noncompliance.

ARTICLE 18 AMENDMENT AND INTERPRETATION OF ANTI-DOPING REGULATIONS

18.1 These Anti-Doping Regulations may be amended from time to time by the IFF CB.

18.2 Except as provided in Article 18.5, these Anti-Doping Regulations shall be interpreted as an independent and autonomous text and not by reference to existing law or statutes.

18.3 The headings used for the various Parts and Articles of these Anti-Doping Regulations are for convenience only and shall not be deemed part of the substance of these Anti-Doping Regulations or to affect in any way the language of the provisions to which they refer.

18.4 The INTRODUCTION and the APPENDIX I DEFINITIONS shall be considered integral parts of these Anti-Doping Regulations.

18.5 These Anti-Doping Regulations have been adopted pursuant to the applicable provisions of the Code and shall be interpreted in a manner that is consistent with applicable provisions of the Code. The comments annotating various provisions of the Code may, where applicable, assist in the understanding and interpretation of these Anti-Doping Regulations.

18.6 Notice to an Athlete or other Person who is a member of a National Federation may be accomplished by delivery of the notice to the National Federation.

18.7 These Anti-Doping Regulations shall come into full force and effect on 1 January 2009 (the "**Effective Date**") with a transfer period until 1st of April 2009. They shall not apply retrospectively to matters pending before the Effective Date; provided, however, that:

18.7.1 Any case pending prior to the Effective Date, or brought after the Effective Date based on an anti-doping rule violation that occurred prior to the Effective Date, shall be governed by the predecessor to these Anti-Doping Regulations in force at the time of the anti-doping rule violation, subject to any application of the principle of *lex mitior* by the hearing panel determining the case.

18.7.2 Any Article 2.4 whereabouts violation (whether a filing failure or a missed test) declared by IFF under rules in force prior to the Effective Date that has not expired prior to the Effective Date and that would qualify as a whereabouts violation under Article 11 of the International Standard for Testing shall be carried forward and may be relied upon, prior to expiry, as one of the three Filing Failures and/or Missed Tests giving rise to an anti-doping rule violation under Article 2.4 of these Anti-Doping Regulations. Unless otherwise stated by IFF, however:

- a. a filing failure that is carried forward in this manner may only be combined with (post-Effective Date) Filing Failures;
- b. a missed test that is carried forward in this manner may only be combined with (post-Effective Date) Missed Tests; and
- c. a filing failure or missed test declared by any Anti-Doping Organization other than IFF and a National Federation prior to the Effective Date may not be combined with any Filing Failure or Missed Test declared under these Anti-Doping Regulations.

18.7.3 Where a period of Ineligibility imposed by IFF under rules in force prior to the Effective Date has not yet expired as of the Effective Date, the Person who is Ineligible may apply to IFF for a reduction in the period of Ineligibility in light of the amendments made to the Code as from the Effective Date. To be valid, such application must be made before the period of Ineligibility has expired.

18.7.4 Subject always to Article 10.7.5, anti-doping rule violations committed under rules in force prior to the Effective Date shall be taken into account as prior offences for purposes of determining sanctions under Article 10.7. Where such pre-Effective Date anti-doping rule violation involved a substance that would be treated as a Specified Substance under these Anti-Doping Regulations, for which a period of Ineligibility of less than two years was imposed, such violation shall be considered a Reduced Sanction violation for purposes of Article 10.7.1.

APPENDIX 1 - DEFINITIONS

Adverse Analytical Finding. A report from a laboratory or other approved Testing entity that identifies in a Sample the presence of a Prohibited Substance or its Metabolites or Markers (including elevated quantities of endogenous substances) or evidence of the Use of a Prohibited Method.

Anti-Doping Organization. A Signatory that is responsible for adopting rules for initiating, implementing or enforcing any part of the Doping Control process. This includes, for example, the International Olympic Committee, the International Paralympic Committee, other Major Event Organizations that conduct Testing at their Events, WADA, International Federations, and National Anti-Doping Organizations.

Athlete. Any Person who participates in sport at the international level (as defined by each International Federation), the national level (as defined by each National Anti-Doping Organization, including but not limited to those Persons in its Registered Testing Pool), and any other competitor in sport who is otherwise subject to the jurisdiction of any Signatory or other sports organization accepting the Code. All provisions of the Code, including, for example, Testing, and TUE's must be applied to international and national-level competitors. Some National Anti-Doping Organizations may elect to test and apply anti-doping rules to recreational-level or masters competitors who are not current or potential national caliber competitors. National Anti-Doping Organizations are not required, however, to apply all aspects of the Code to such Persons. Specific national rules may be established for Doping Control for non-international-level or national-level competitors without being in conflict with the Code. Thus, a country could elect to test recreational-level competitors but not require TUE's or whereabouts information. In the same manner, a Major Event Organization holding an Event only for masters-level competitors could elect to test the competitors but not require advance TUE or whereabouts information. For purposes of Article 2.8 (Administration or Attempted Administration) and for purposes of anti-doping information and education, any Person who participates in sport under the authority of any Signatory, government, or other sports organization accepting the Code is an Athlete.

Athlete Support Personnel. Any coach, trainer, manager, agent, team staff, official, medical, paramedical personnel, parent or any other Person working with, treating or assisting an Athlete participating in or preparing for sports Competition.

Attempt. Purposely engaging in conduct that constitutes a substantial step in a course of conduct planned to culminate in the commission of an anti-doping rule violation. Provided, however, there shall be no anti-doping rule violation based solely on an Attempt to commit a violation if the Person renounces the attempt prior to it being discovered by a third party not involved in the Attempt.

Atypical Finding. A report from a laboratory or other WADA-approved entity which requires further investigation as provided by the International Standard for Laboratories or related Technical Documents prior to the determination of an Adverse Analytical Finding.

CAS. The Court of Arbitration for Sport.

Code. The World Anti-Doping Code.

Competition. A single race, match, game or singular athletic contest. For example, a basketball game or the finals of the Olympic 100-meter dash in athletics. For stage races and other athletic contests where prizes are awarded on a daily or other interim basis the distinction between a Competition and an Event will be as provided in the rules of the applicable International Federation.

Consequences of anti-doping rule violations. An Athlete's or other Person's violation of an anti-doping rule may result in one or more of the following: (a) Disqualification means the Athlete's results in a particular Competition or Event are invalidated, with all resulting consequences including forfeiture of any medals, points and prizes; (b) Ineligibility means the Athlete or other Person is barred for a specified period of time from participating in any Competition or other activity or funding as provided in Article 10.9; and (c) Provisional Suspension means the Athlete or other Person is barred temporarily from participating

in any Competition prior to the final decision at a hearing conducted under Article 8 (Right to a Fair Hearing).

Disqualification. See Consequences of anti-doping rule violations, above.

Doping Control. All steps and processes from test distribution planning through to ultimate disposition of any appeal including all steps and processes in between such as provision of whereabouts information, sample collection and handling, laboratory analysis, TUE's, results management and hearings.

Event. A series of individual Competitions conducted together under one ruling body (e.g., the Olympic Games, FINA World Championships, or Pan American Games).

Event Period. The time between the beginning and end of an Event, as established by the ruling body of the Event.

IFF Event. An International Floorball Event where the IFF is the ruling body of the Event (e.g., World Floorball Championships (WFC), World Floorball Championships Qualification (WFC Q), Under 19 World Floorball Championships (U19 WFC), Under 19 World Floorball Championships Qualification (U19 WFC Q), EuroFloorball Cups (EFC), EuroFloorball Cup Qualification (EFC Q)).

In-Competition. Unless provided otherwise in the rules of an International Federation or other relevant Anti-Doping Organization, "In-Competition" means the period commencing twelve hours before a Competition in which the Athlete is scheduled to participate through the end of such Competition and the Sample collection process related to such Competition.

Independent Observer Program. A team of observers, under the supervision of WADA, who observe and may provide guidance on the Doping Control process at certain Events and report on their observations.

Individual Sport. Any sport that is not a Team Sport.

Ineligibility. See Consequences of Anti-Doping Rule Violations above.

International Event. An Event where the International Olympic Committee, the International Paralympic Committee, an International Federation, a Major Event Organization, or another international sport organization is the ruling body for the Event or appoints the technical officials for the Event.

International-Level Athlete. Athletes designated by one or more International Federations as being within the Registered Testing Pool for an International Federation.

International Standard. A standard adopted by WADA in support of the Code. Compliance with an International Standard (as opposed to another alternative standard, practice or procedure) shall be sufficient to conclude that the procedures addressed by the International Standard were performed properly. International Standards shall include any Technical Documents issued pursuant to the International Standard.

Major Event Organizations. The continental associations of National Olympic Committees and other international multi-sport organizations that function as the ruling body for any continental, regional or other International Event.

Marker. A compound, group of compounds or biological parameter(s) that indicates the Use of a Prohibited Substance or Prohibited Method.

Metabolite. Any substance produced by a biotransformation process.

Minor. A natural Person who has not reached the age of majority as established by the applicable laws of his or her country of residence.

National Anti-Doping Organization. The entity(ies) designated by each country as possessing the primary authority and responsibility to adopt and implement anti-doping rules, direct the collection of Samples, the management of test results, and the conduct of hearings, all at the national level. This includes an entity which may be designated by multiple countries to serve as regional Anti-Doping Organization for such countries. If this designation has not been made by the competent public authority(ies), the entity shall be the country's National Olympic Committee or its designee.

National Event. A sport Event involving international or national-level Athletes that is not an International Event.

National Federation. A national or regional entity which is a member of or is recognized by IFF as the entity governing the IFF's sport in that nation or region.

National Olympic Committee. The organization recognized by the International Olympic Committee. The term National Olympic Committee shall also include the National Sport Confederation in those countries where the National Sport Confederation assumes typical National Olympic Committee responsibilities in the anti-doping area.

No Advance Notice. A Doping Control which takes place with no advance warning to the Athlete and where the Athlete is continuously chaperoned from the moment of notification through Sample provision.

No Fault or Negligence. The Athlete's establishing that he or she did not know or suspect, and could not reasonably have known or suspected even with the exercise of utmost caution, that he or she had Used or been administered the Prohibited Substance or Prohibited Method.

No Significant Fault or Negligence. The Athlete's establishing that his or her fault or negligence, when viewed in the totality of the circumstances and taking into account the criteria for No Fault or Negligence, was not significant in relationship to the anti-doping rule violation.

Out-of-Competition. Any Doping Control which is not In-Competition.

Participant. Any Athlete or Athlete Support Personnel.

Person. A natural Person or an organization or other entity.

Possession. The actual, physical possession, or the constructive possession (which shall be found only if the person has exclusive control over the Prohibited Substance/Method or the premises in which a Prohibited Substance/Method exists); provided, however, that if the person does not have exclusive control over the Prohibited Substance/Method or the premises in which a Prohibited Substance/Method exists, constructive possession shall only be found if the person knew about the presence of the Prohibited Substance/Method and intended to exercise control over it. Provided, however, there shall be no anti-doping rule violation based solely on possession if, prior to receiving notification of any kind that the Person has committed an anti-doping rule violation, the Person has taken concrete action demonstrating that the Person never intended to have possession and has renounced possession by explicitly declaring it to an Anti-Doping Organization. Notwithstanding anything to the contrary in this definition, the purchase (including by any electronic or other means) of a Prohibited Substance or Prohibited Method constitutes possession by the Person who makes the purchase.

Prohibited List. The List identifying the Prohibited Substances and Prohibited Methods.

Prohibited Method. Any method so described on the Prohibited List.

Prohibited Substance. Any substance so described on the Prohibited List.

Provisional Hearing. For purposes of Article 7.6, an expedited abbreviated hearing occurring prior to a hearing under Article 8 (Right to a Fair Hearing) that provides the Athlete with notice and an opportunity to be heard in either written or oral form.

Provisional Suspension. See Consequences above.

Publicly Disclose or Publicly Report. To disseminate or distribute information to the general public or persons beyond those persons entitled to earlier notification in accordance with Article 14.

Registered Testing Pool. The pool of top level Athletes established separately by each International Federation and National Anti-Doping Organization who are subject to both In-Competition and Out-of-Competition Testing as part of that International Federation's or National Anti-Doping Organization's test distribution plan.

Retroactive TUE. As defined in the International Standard for Therapeutic Use Exemptions.

Sample. Any biological material collected for the purposes of Doping Control.

Signatories. Those entities signing the Code and agreeing to comply with the Code, including the International Olympic Committee, International Federations, International Paralympic Committee, National Olympic Committees, National Paralympic Committees, Major Event Organizations, National Anti-Doping Organizations, and WADA.

Specified Substances. As defined in Article 4.2.2.

Substantial Assistance. For purposes of Article 10.5.3, a Person providing Substantial Assistance must: (1) fully disclose in a signed written statement all information he or she possesses in relation to anti-doping rule violations, and (2) fully cooperate with the investigation and adjudication of any case related to that information, including, for example, presenting testimony at a hearing if requested to do so by an Anti-Doping Organization or hearing panel. Further, the information provided must be credible and must comprise an important part of any case which is initiated or, if no case is initiated, must have provided a sufficient basis on which a case could have been brought.

Tampering. Altering for an improper purpose or in an improper way; bringing improper influence to bear; interfering improperly; obstructing, misleading or engaging in any fraudulent conduct to alter results or prevent normal procedures from occurring; or providing fraudulent information to an Anti-Doping Organization.

Target Testing. Selection of Athletes for Testing where specific Athletes or groups of Athletes are selected on a non-random basis for Testing at a specified time.

Team Sport. A sport in which the substitution of players is permitted during a Competition.

Testing. The parts of the Doping Control process involving test distribution planning, Sample collection, Sample handling, and Sample transport to the laboratory.

Trafficking. Selling, giving, transporting, sending, delivering or distributing a Prohibited Substance or Prohibited Method (either physically or by any electronic or other means) by an Athlete, Athlete Support Personnel or any other Person subject to the jurisdiction of an Anti-Doping Organization to any third party; provided, however, this definition shall not include the actions of bona fide medical personnel involving a Prohibited Substance used for genuine and legal therapeutic purposes or other acceptable justification, and shall not include actions involving Prohibited Substances which are not prohibited in Out-of-Competition Testing unless the circumstances as a whole demonstrate such Prohibited Substances are not intended for genuine and legal therapeutic purposes.

TUE. As defined in Article 2.6.1.

TUE Panel. As defined in Article 4.4.3.

UNESCO Convention. The International Convention against Doping in Sport adopted by the 33rd session of the UNESCO General Conference on 19 October 2005 including any and all amendments adopted by the States Parties to the Convention and the Conference of Parties to the International Convention against Doping in Sport.

Use. The utilization, application, ingestion, injection or consumption by any means whatsoever of any Prohibited Substance or Prohibited Method.

WADA. The World Anti-Doping Agency.

APPENDIX 2 - Acknowledgment and Agreement

I, as a member of a National Federation and/or a participant in a National Federation or IFF authorized or recognized event, hereby acknowledge and agree as follows:

1. I have received and had an opportunity to review the IFF Anti-Doping Regulations.
2. I consent and agree to comply with and be bound by all of the provisions of the IFF Anti-Doping Regulations, including but not limited to, all amendments to the Anti-Doping Regulations and all International Standards incorporated in the Anti-Doping Regulations.
3. I acknowledge and agree that National Federations and IFF have jurisdiction to impose sanctions as provided in the IFF Anti-Doping Regulations.
4. I also acknowledge and agree that any dispute arising out of a decision made pursuant to the IFF Anti-Doping Regulations, after exhaustion of the process expressly provided for in the IFF Anti-Doping Regulations, may be appealed exclusively as provided in Article 13 of the IFF Anti-Doping Regulations to an appellate body for final and binding arbitration, which in the case of International-Level Athletes is the Court of Arbitration for Sport.
5. I acknowledge and agree that the decisions of the arbitral appellate body referenced above shall be final and enforceable, and that I will not bring any claim, arbitration, lawsuit or litigation in any other court or tribunal.
6. I have read and understand this Acknowledgement and Agreement.

Date

Print Name (Last Name, First Name)

Date of Birth
(Day/Month/Year)

Signature (or, if a minor, signature of
legal guardian)

Ordinary member Associations (from the start of the Congress)

Australia	Keval Lyons, Stephen King
Austria	Werner Daves, Heidi Leb
Czech Republic	Filip Suman, David Novak
Denmark	William Ehmsen, Allan Kofod Hansen
Estonia	Ain Lillepalu, Tõnis Teesalu
Finland	Matti Ahde, Jari Kinnunen, Mervi Kilpikoski
Germany	Michael Lachenmaier, Tanja Teichgräber
Great Britain	Michael Beasley
Hungary	László Vörös, Ágnes Apostol
Italy	Gaia Antonini
Japan	Takanobu Yoshino, Yoriko Shimane
Latvia	Ilvis Petersons, Egils Sveilis, Zane Klabere
Netherlands	Hans Botman, Ilja Clabbers
Norway	Jon Erik Eriksen
Poland	Marek Budzinski, Maciej Helmin
Slovakia	Daniel Granec, Peter Zak
Spain	Graciela Palomera
Sweden	Lars-Gunnar Tjärnquist, Mikaela Mikaelsson
Switzerland	Edwin Wiedmer, Patrick Falk
USA	Jan Erik Paris, Adam Troy

Ordinary member Associations (from § 6)

France	Jerome Joaille, Gilles Bizot
Iceland	Beate Sædal
Korea	Hwang Joo Kim, Geum Sung Kang
Slovenia	Janez Jugovic

Provisional member Associations

Serbia	Branislav Nusic, Predrag Veljovic
Turkey	Vedat Öndas, Hank Vainio
Ukraine	Oleksandr Bakanychev, Tatiana Kulbaka

IFF Central Board & Committees

IFF CB	Tomas Eriksson, President
IFF CB	Renato Orlando, Vice President
IFF CB	Tomas Jonsson, Treasurer
IFF CB	Mona Aagaard, CB member
IFF CB	Per Jansson, CB member
IFF CB	Risto Kauppinen, CB member
IFF CB	Filip Suman, CB member (and Czech Republic)
IFF CB	John Liljelund, Secretary General
IFF Auditor	Mikael Brandstam, Auditor
IFF Staff	Merita Bruun, Information Manager
IFF Staff	Stefan Kratz, Competition Manager
IFF Staff	Katriina Sahala, Office Coordinator
IFF Staff	Kaarina Salomaa, Competition Assistant
IFF AC	Lars Granqvist, Chairman
IFF RC	Thomas Gilardi, Chairman
IFF RACC	Martin Wolmhed, RACC member

Other delegates

Canada	Johan Österman
Mongolia	Basandavaa
Pakistan	Mukarram Ali, Fawad Subhani
Russia	Nikolay Markov, Konstantin Zhukovskiy
Singapore	Najib Muslim, Amelia

Guests

Belarus	Nikolay Karpovich, Elena Bulatova
WFC 2009	Magnus Nilsson, Dan Berger
For election	Ismo Haaponiemi