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### LIABILITIES AND EQUITY

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### INCOME

**Account**

- Transfers: 8400.00
- Participation fees: 243000.00
- Organizers fee: 4000.00
- Temporary play: 500.00
- Membership fees: 120000.00
- Sponsors & advertisements: 22634.72
- TV: 11112.30
- Office support: 127440.90
- Development support: 17954.15
- Sales: 35.00
- Material approval income: 280000.00
- Other incomes: 250.00

**Outcome**

- Income: 370016.16
- Costs: 252489.93

**Profit**

- 80%: 138973.03
- 20%: 79973.06

---

### Results

**Total**

- CHF 1435000
- CHF 79973.06
- CHF 138973.03

**Exchange rate gains**

- CHF 12,15
- CHF 662.05

**Total liabilities & equity**

- CHF -773290.56
- CHF -571189.30

---

### Additional Notes

- **Appendix 2**
- **Cost Centre**
- **Outcome**
- **Compared**
- **Outcome**
- **Ann.budget**
IFF - Office Report
Appendix 2b

IFF - Financial Meeting, Stockholm, April 16th, 2012

Participants: Monica Bakke, Treasurer
               Stefan Kratz, competition manager

Report on present issues

1. **Equity**
   Right now equity is a bit tight, but this is also caused by the delay of invitations for U19 WFC 2012 that was not invoiced yet by the time of this meeting. During the next 1-2 months there will be a lot of outgoing invoices, which will further help on the situation. We are not worried, but we will continue to have focus on this.

2. **Claims**
   During the first three months of 2012, we have received almost 9% payment of old claims, which is a good trend.
   But, what we see now due to the financial instability in Europe, is that East-European countries are holding back on state funding for sport, and therefore creating problems for some of our member nations in this region.
   Other than this, the office staff keeps a close eye on all claims, and there is already dialogue with many of our members.

Upcoming meetings and issues

- To be decided after the CB meeting

Issues that need to be discussed or decided upon or taken action upon

- There is no doubt that the IFF has increased activity; with more member nations and more international games. All of this creates increased expenses, but until now there is an evenly spread of the cost, which is only natural.

New ideas, etc...

- It was discussed whether the membership fee for an inactive member should stay on the lowest level to avoid increasing debt without participation.
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WORLD FLOORBALL CHAMPIONSHIP 2012 SWITZERLAND

Get DELIGHTED!

CONTENT

1 Competition
2 Marketing
3 Media
Group ballot during Swiss Cup Finals, March 3\textsuperscript{rd} 2012

**COMPETITION - GROUPS**

- **Gruppe A**
  - Slowakei
  - Schweiz
  - Estland
  - Singapur

- **Gruppe B**
  - Norwegen
  - Ungarn
  - Polen
  - Schweden

- **Gruppe C**
  - Japan
  - Tschechien
  - Lettland
  - USA

- **Gruppe D**
  - Deutschland
  - Finnland
  - Kanada
  - Russland
## Schedule

Check detailed schedule on www.wfc2012.ch.

Match times may change due to TV.

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<th>Saalsporthalle (Zurich)</th>
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<td>Dec 2 – 5: Preliminary R.</td>
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<td>Dec 9: Finals</td>
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## MARKETING - PUBLIC SUPPORT

### Host Cities

- Bernbewegt!
- Stadt Zürich

### National Supporter

- Schweizerische Eidgenossenschaft
  - Confédération suisse
  - Confederazione Svizzera
- Bundesamt für Sport BASPO
MARKETING

Sponsoring

Budget (%)
Actual Standing (%)

MARKETING

Ticketing Final Weekend

Budget (%)
Actual Standing Number (%)
Actual Standing Value (%)
National TV Coverage

- Live matches: matches with Switzerland, starting with the quarterfinals
- Possibility of live match: final also without Switzerland playing
- Daily reports in sports shows
- Reports previously to WFC2012

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www.youtube.com/iffchannel
We are looking forward to welcoming you in Zurich and Berne!
INFORMATION LETTER

TO: International Floorball Federation
SUBJECT: Status of Russian Floorball Federation

Dear Sirs,

At the beginning of the year 2012 a number of Regional Floorball Federations suggested Mr. Markov, President of Russian Floorball Federation, to convene a Conference. Mr. Markov didn’t call the Conference and didn’t respond to these suggestions.

The Conference was held on the 21st of January. All the Regional Federations have been invited, invitation letter has been sent to Mr. Markov as well. The Ministry of Sports has also been informed about the Conference and the greeting letter from the Deputy Minister of Sport to the participants has been received. New president of Russian Floorball Federation and a New Central Board has been elected at the Conference.

New CB of Russian Floorball Federation submitted registration documents to the Unified State Register of Legal Entitles on 27th of January, 2012. It appeared that Russian Floorball Federation (President Mr. Markov) has been eliminated by the decision of a court on the 30th of September, 2011. The reason was the RFF had not provided necessary annual reports to the Department of Justice and the Department of Sport for the last 5 years.

This is the unique situation concerning Sports Federation, officially accredited by the Ministry of Sports. When that fact was found out, all planned official tournaments were suspended, as well as financing of the Federation. The Ministry of Sports informed the new Federation that official activities were not allowed until the new Federation would obtain accreditation. Sports Federation should have 43 regional sports federations to be accredited.

To be registered as a legal body the new Russian Floorball Federation has submitted documents to the Ministry of Justice. However, due to the severe requirements the processing of the documents may be delayed (documents were first submitted 60 days ago). According to the Sports Law passed in 2008, Sports Federation should obtain accreditation at the Ministry of Sports after being registered at the Ministry of Justice. Then the new Federation will legally operate in the Russian Federation.

At the moment there isn’t any officially registered Floorball Federation in Russia. New Russian Floorball Federation is ready to cooperate with the International Floorball Federation and is going to apply for membership in IFF as soon as it obtains accreditation.

Yours faithfully,

Yuri Piskov
President of
Russian Floorball Federation
Waiver for Applicant of IFF Event Organiser

As an applicant of the following IFF Event (Name)___________________________ (Year)_____ , we the ________________ Floorball Association commit ourselves by signing this waiver to organize the said Event, if awarded to us, in accordance to the valid IFF Organizers and Competition Regulations, following the guidelines of the IFF Organizers Handbook.

We are fully aware of the responsibilities of the organizer, as defined by IFF and we are ready to start the negotiations for the Organisers Agreement, based on the IFF standards and guidelines.

We are aware of the defined rules for the Corporate Identity of the Event and the guidelines defined by IFF in its Marketing Strategy and our responsibility to continuously report on the preparations.

Should we fail with organizing the IFF Event we have applied for, if it was awarded to us by the IFF CB, we acknowledge the right for IFF to sanction us ________________ Floorball Association with a sum equal to 1,5 times of the proposed organizers fee and the administrative sanctions in accordance with the IFF Juridical Regulations.

This waiver is signed in xxxxx, 201x

__________________________________________
Y, President
X Floorball Association

__________________________________________
Z, Secretary General
X Floorball Association
2 Mar 2012

International Floorball Federation
John Lijelund, Secretary General
ljjelund@floorball.org (via email only)

World Floorball Championships U19 Men 2015 letter of interest

Dear Mr. Lijelund,

We are showing our interest for the organisation of the 2015 WFC U19 Men to be organised in Singapore, by sending this letter of interest.

The proposed dates for the Championships are April 29 to May 3, 2015.

The candidature is made by Singapore Floorball Association.

A full application, based on the IFF regulations, will be you at hand later on, and we are looking forward to negotiations on contract for this event.

With sincere regards we remain yours truly,

Mr. Sahi Mohd Salim
President
Singapore Floorball Association
IFF – ExCo Report

Appendix 8a

IFF ExCo meeting 3rd – 4th of May 2012, in Nitra, Slovakia

Participants: Tomas Eriksson, President
Filip Suman, vice president
Stephen King, AOFCC president
John Liljelund, secretary general

Report on present issues

1. Opening
Mr. Eriksson opened the meeting at 16.30, on Thursday the 3rd of May.

2. Implementation of the IFF Licence system
The ExCo discussed the role of the IFF in the implementation process of the License System. The CB has decided that the ExCo is to prepare a proposal for an Implementation plan for the IFF Licence System for the CB.

The Licence system was originally planned as a list of requirements, but it has been transformed into a process. The ExCo found that the basis for the implementation is to be able to clarify which countries needs help from IFF, in which areas to fulfil the criteria’s by 2014, since focusing on all countries is not possible. The basic idea is that the countries are using it as tool for development in their own country.

There are actually not that many specific tasks the associations should fulfill; namely the financial criteria, providing membership services and the creating a vision and mission.

The ExCo is proposing that the implementation will be done in the following order:

- Conduct a status audit
- Evaluate the result of the audit and report it to the CB
- Report it to the GA in December and present an action plan to the Members

The ExCo proposes that CB should discuss and define the following issues during their discussion session:

Group 1: Tjärnquist, Botman, Bakke and Liljelund
Group 2: Wiedmer, Beaudin, Suman and Eriksson
Group 3: Kauppinen, Stoll, Kratz and King

The questions the CB is to work with are as follows:
- Establish how countries are defined in the different strategic groups (Core, Inner Circle and Emerging). The groups shall define the criteria’s for grouping?
- Define what the measurements are for the License System requirements. What has to be fulfilled to meet the requirements?
- Define which country belongs to which Strategic group? Sport vs. organisation.
- Define what type of questions should be asked in a Member Association Audit?

The ExCo will act as a steering group for the project.

3. Action list for the outcome of the Association Meeting
The ExCo discussed the Action list proposal for the CB meeting, in order to follow up on the results from the Associations meeting in St.Gallen.

The main topics are:
- Closing the gaps between the top four and the other
  - IFF to organise a top level coaching seminar at the WFC’s (Final day)
    - Country examples, Final Match Observation
  - Proposed solution through the Licence system process
  - Coaching courses available from the top four countries
- The Tailor made solutions for education
  - Proposed solution through the Licence system process
- The Name Issue - How do we have the same name across the Globe
IFF – ExCo Report

- Best Practise Exchange - Start building a Member Association Dropbox
  - Marketing: Sponsor proposal (Core Marketing Group)
  - Recognition: Letter of Confirmation
    Floorball in the Sporting World
    IFF Members Recognition Status
  - Events: Organisers Handbook
  - Organisation: Membership structure

4. Member Associations
   The ExCo discussed the present IFF membership situation in Russia and India. The both countries are in the process to reorganise their structure during the coming next months.

   The ExCo discussed the situation in North America, where there seems to be some number of problems in Canada, when it comes to the corporation inside the Floorball Canada and the different groups in Canada. The Floorball Canada is holding an AGM in connection to the Canada Cup in May.

5. Waiver for Member Associations Applying for IFF Events
   The ExCo was given the task to prepare a proposal for a waiver for any IFF Member Association applying for an Event. Mr. Liljelund has prepared a proposal and it has been sent to the CB members, so that they can prepare themselves for the discussion. The ExCo supported the proposal.

6. The way the CB is working
   Mr. King proposed that the ExCo would discuss the working forms of the CB and make a proposal on how to make the CB meetings more effective, involving the members. The idea is to try to get more out of the CB members in the meetings, especially during the discussions. The ExCo proposes that all CB members are to write a report on their field of responsibility and have discussion themes on each special issue separately.

7. Proposal to change the IFF Statutes at the IFF General Assembly 2012
   Mr. Liljelund has prepared the proposal for the new IFF Statutes based on the CB discussions in Olomouc 2010 and the IOC requirements. The proposal has been sent to the CB and the ExCo putting the proposal forward to the CB.

8. Others
   No other topics were raised.

9. Closing of the meeting
   Mr. Eriksson to close the meeting

---

Issues that need to be discussed or decided upon or taken action upon

- S

New ideas, etc…
1.0 CURRENT MEMBERS STATUS
The AOFC now consists of 13 member countries with the inclusion of Iran and Philippines as members at the recent AOFC General Assembly. A brief overview for each member country as follows:

- **Australia**
  - Has submitted application for membership of AOC, decision due May 2012. AOC application cannot be accepted under current AOC policy of no new members unless on Olympic Program

- **India**
  - Ongoing discussions with FFI to review their performance and position as a provisional member of IFF

- **Indonesia**
  - Is continuing with development in the University area
  - Considering holding an IFF Development seminar in last quarter of this year

- **Japan**
  - The 3 Japanese floorball associations have agreed to merge as at April 2012. Meeting held with president elect of the new association. Estimated 2,000 plus financial members and 20,000 social players will join together in the new Association

- **Korea**
  - Selected as one of 30 official school sports in Feb 2012
  - Held IFF Development seminar in April with 70 attendees for the Coaching and Referee streams including 2 attendees from Nepal

- **Malaysia**
  - State regions are discussing the process of bringing IFF fees up to date while still developing the sport in Malaysia. Very little progress

- **Mongolia**
  - Attended IFF seminar in Philippines. Game is now active with 20 players.
- New Zealand
  - Application has been made to NZOC for membership and has received provisional recognition
- Pakistan
  - Nil action
- Singapore
  - Is assisting with discussions to have floorball included in SEA Games 2015 being held in Singapore. Tomas Erickson is working with SFA on this project
- Thailand
  - Existing IFF member has lodged application with Thai authorities for registration expecting recognition in next few weeks
  - Existing IFF member still intends to meet and discuss with the Bangkok group to work together
- Iran
  - Competed at APAC 2012 for first time
  - Arranging meeting with General Secretary of Asian Games
- Philippines
  - Approximately 300 players at present from 11 teams
  - 3 Universities playing
  - Loan rink now in Philippines
  - First National Championships being planned

2.0 NEW COUNTRIES 2012

2.1 Sri Lanka
- Meeting and training session planned for June with Rello from Singapore to attend for training and either John or Steve for official actions

2.2 Nepal
- Nepal Floorball Federation now formed
- 2 persons attended the Korea IFF Development seminar

2.3 Bangladesh
- Bangladesh officials have lodged an application for membership of their National Sports Council

2.4 Hong Kong
- Juha Nevalainen formerly from Eviscom in Singapore is now based in Hong Kong and has started to develop floorball in that country

2.5 Taiwan
- Follow up required by AOFC of Singapore Player now living in Taiwan

3.0 IFF Development Seminar
3.1 Korea held an IFF Development Seminar in April 2012 with 70 attendees
3.2 Indonesia has asked for an IFF Development Seminar for later in 2012
2 Mar 2012

IFF
International Floorball Federation
John Liljelund, Secretary General
liljelund@floorball.org (via email only)

SEA Games 2015 information and update to IFF

Dear Mr Liljelund,

As earlier informed, Singapore Floorball Association (SFA) is currently working on the inclusion of Floorball on the SEA games sooner possible, preferably 2015 when Singapore is organising.

The proposed dates for the SEA Games are from June to December, to coincide with the school holiday. Currently, SFA is working closely with SSC and SNCC and will update IFF once we have the dates. The SEA Games 2015 would have a men’s and ladies categories.

The organiser in Singapore is the SNOC, Singapore National Olympic Council, in close co-operation with Singapore Sports Council, and of course IFF and Singapore Floorball.

The SEA Games will be organised at the www.sportshub.sg which have many new installations ready for the event in 2015.

Organisation by SNOC will mean that it is the regulations of the SEA Games Association that are valid, www.seagamesoffice.org and that minimum four associations are needed. Which IFF already stipulated we have!

SFA will do our best to support IFF, who co-ordinates of course, through our channels as well help said countries with the local NOC affiliation.

SFA is looking forward to good fruitful co-operation towards the SEA Games,

With sincere regards we remain yours truly,

Mr. Sani Mohd Salim
President
Singapore Floorball Association

Singapore Floorball Association
C/o Singapore Sports Council, National Stadium, 15 Stadium Road Singapore 397718
URL: www.sfa.sg
Appendix 10b

Report from Rules Group meeting 2012.03.09-11

1. General information

Rules Group
Martin Wolmhed, Chairman
Libor Gavlas - (Czech Republic)
Ari Vehniäinen - (Finland)
Greger Sandell - (Sweden)
Philippe Renz - (Switzerland)
Stefan Kratz – IFF Competition Manager

2. Task of the group

The opinion from IFF CB is that changes, which affect the nature of the game, shall be kept to a minimum in order to allow the rules and the sport as such to consolidate.

It is our aim to create an ideal balance between continuity, which is necessary for floorball’s further development, and conservation, which is necessary to keep the sport understandable both by spectators and the media.

General
- The rule book is working good as it is
- We don’t want to change too much
- We don’t want to make any changes that could make the sport different
- We have to consider that there are 54 countries who will handle the changes

3. How we handled the proposals

We got 83 proposals that effected 99 rules from 9 countries, 1 CB member, IFF office, RC, RG and 2 individual persons (CFBU, NBF, BEL, AUS, SIBF, SSBL, SUHV, FB, LAT)

We have divided them into 7 groups:
1. To be further considered – 26 (mostly interpretations or technical matters)
2. To be worked out – 1 (RC – restructuring of the rules completely)
3. Considered as a referee instruction - 1
4. Considered as a regulation - 5
5. Not to be adapted - 33
6. Rules for test – 1 (SSBL – receiving foot pass shall be allowed)
7. Language / moving text – 16

The group has also looked into some special issues and made some necessary corrections.

The members of the Athletes Commission were given the possibility to comment upon the outcome but there were no comments given.

4. Rules for test

There are one rule for test (SSBL – receiving foot pass shall be allowed). All Associations were given the possibility to test this but only Israel has applied to test (alongside Finland).
5. **Process until July 1, 2014**

The time line follows the decided system and the Rule Group intend to invite all countries to a rule seminar during WFC in Czech Republic December 2013 – the schedule looks as follows:

March 2013 – RG to finalize the rule book  
May 2013 - IFF CB to make the final decision of the new rule book  
September 2013 (at the latest if approved in May 2013) - New IFF Rules of the Game shall be sent to all member Associations  
July 1, 2014 - The new edition of the IFF Rules of the Game becomes valid

Best regards

Martin Wolmhed  
2012-04-19
Appendix 11

IFF Referee Committee meeting in Berlin 10-11.3 2012
Hotel Albrechtshof, Berlin

Participants:
Hans Botman, chairman
Pierre Boudville
Lukas Gyger
Klaus Koskela
Petr Michalek
Jan Nordli
Thomas Thim, vice chairman
Veli Halonen, secretary

Minutes

1 § Opening and Welcome
The RC chairman Mr. Botman opened the meeting at 13:30 on the 10th of March and welcomed all the RC members to the meeting.

2 § Evaluation of the new development group
Mr. Nordli presented the present situation of the development group. The development group has fulfilled its function and there has been already by now several referee pairs, which have and will be promoted to the ordinary IFF referee group. The work of the development group will continue the way it’s been working so far.

At the time there are 6 pairs (app 1) in the development group and two of those pairs will be proposed to be ordinary IFF referees for the remaining nomination period of 2011-2012. The referees are:

Jens Christian Skrubbeltrang/Steffen Höjberg from Denmark
Sebastian Döring/Steffen Kalow Germany

The IFF RC also proposes two new referee pairs to be IFF development group referees. The referees are:

Hue Pin Poh/Serena Tiong Singapore.
Carmen Teo/Bin Bin Lin Singapore.
Mr. Nordli had a plan for the summer 2012 and especially for the Czech Open and altogether 5 pairs from the development group will be invited to referee matches in the Czech Open. The travel costs will be covered by the associations of the referees. The IFF RC will provide observations and education for the referees participating to the Czech Open.

It’s quite obvious that the basic idea of the group is good and it has worked well. The plans for the group is that if and when an IFF observer is sent out to observe and educate the development group referees, there should also be some kind of education arranged also for the other referees in that specific country if possible. This way the benefits of the observers are even higher. The clear focus of the group will be to help the referee organizations, which at the time don’t have the knowledge and experience to educate and promote their referees by themselves. The priorities of the development group are: 1. Female referees; 2. Referees from countries that do not have any international referees yet; 3. Referees from countries that do have international referees but need some support to further strengthen their referee development. Proposals for the development group will be evaluated based on these priorities, since the RC has limited budget and capacity.

The IFF office will sent out an inquiry to all the IFF observers in order to find out how many of the IFF observers are interested also to work with the development group. The office will also make a plan for the group’s work bases together with Mr. Nordli.

3§ Ranking and nominations

The new male/female system has worked well and the RC will work in order to be able to increase the number of referees in the female’s matches.

It seems that not all the observers return their observer’s reports in to the office the way they should. The IFF RC decided that after IFF events the observers shall sent in the observation sheets latest 14 days after the tournament is over. The RC also decided that the observation sheets of the referees shall also be sent to the national association of the referees.

RC decided the classification of the IFF referees and the referees have been graded in three different levels; bronze, silver and gold (app 2).

RC also decided about the nominations for the upcoming events during the spring (app 3).

4 § Feedback from referee sector to teams

The RC has received an inquiry form Grant Meade from Australia. He suggested that the IFF referee sector would also consider some kind of consultation by the referee management of the tournament towards the teams. This would especially help the developing countries to
INTERNATIONAL FLOORBALL FEDERATION (IFF)
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Ordinary member of SportAccord

improve their understanding of the rules of the game and the interpretations of the rules of the game.

The RC had a long discussion about the issue and it was considered as a good idea, but it should be really clearly defined how to arrange that kind of meeting. RC thought that this would be mainly a development issue, but the RC would be more than happy to be involved with the planning together with the IFF’s development function. Mr. Botman will study this issue together with the IFF development function.

5 § Referee Compensations

RC discussed about the financial compensation system for the referees. RC’s opinion was that also the travel days should be compensated and the “whole package” should be better and RC will think the ways to improve the package. This does not mean financial issues alone; it also means that it would be good if the referees could be provided other services in a good co-operation with the local organizers in the IFF events.

Mr. Botman and Mr. Halonen will create a proposal for the RC to approve, which will then be taken under the consideration of the IFF Central Board. The IFF RC would also prefer to increase the information between the IFF referee management and the LOC before IFF major events. Mr. Halonen informed the IFF RC, that this information is already required from the LOC, but sometimes IFF office can’t deliver the information and facts on time, based on the fact that the IFF office does not receive the information from the LOC on time.

6 § Joined meeting with the German RC

The IFF RC and the RC of the German Floorball Federation had a joined meeting. The chairman of the German RC Mr. Georg Jahn presented the present situation of the German referee situation (app 4). After that the RC and the German RC had a very fruitful discussion about the possibilities of IFF to help the German federation to improve their referee level and standards. Mr. Botman and Mr. Halonen will make a basic list of things the German RC could do in order to increase the commitment of the referees and the ways to market that for players. This also includes some guidance how the other IFF associations have promoted their referee brand in order to find more referees, who are committed. The problem in Germany is not the quantity of the referees; it’s more the lack of commitment.

At the present time practically all the referees are players and are forced to act as referees. That was the mutual impression of the IFF RC and the German RC. German RC listed some basic issues proposed by the IFF RC in order to start to develop the structure of the referee sector in Germany.

The RC sees it very important to create a common plan with the federations who need help. This way it would be easier to define the needs and problems of the developing countries.
The mutual plan also requires commitment from the federations. This is also a development issue and should be planned together with the IFF development function.

Mr. Thim and Mr. Halonen will create basic plan of how to support federations, which are in the similar situation than Germany and present this plan for further actions in co-operation with the IFF development function. These plans are not included in the IFF development program at the present time especially not in the referee sector.

7 § Request for proposals of referees and observers

RC discussed about the guidelines, which were created in 2010 and decided to make following updates for the guidelines for the nomination proposals for 2013-2014.

- In the guidelines it will be clearly stated that in order to act as an IFF referee, one can’t be a player in the national team of his/her own national association

- The RC decided to update the quota in the observer guidelines and it would be allowed to have 4 observers for men’s matches and 4 for women’s matches.

- Mr. Gyger and Mr. Halonen will make some small changes and updates to the text of the proposal guidelines and then send it out to the RC. After RC has checked the proposal it will be taken to the IFF Central Board’s next meeting in May 2012.

8 § Development and support for gold referees, the path 2013 and 2014

There was a wide discussion about the referee accommodation in the upcoming Men’s WFC in Switzerland. The RC’s wish was to have the referee group together in one place.

It was also discussed that the head of the referee management should arrive earlier to major events in order to get prepared for everything in co-operation with the LOC

Mr. Thim and Mr. Halonen will come up with the nomination proposal for the Men’s WFC 2012 in Switzerland. The proposal shall be ready by the 15th May 2012.

9 § Supporting female referees

Mr. Botman presented the results of the meeting of equality function in December 2011 in St. Gallen in Switzerland. The IFF RC has made inquiries especially to IFF core countries in order to plan projects to increase the number of female referees.

RC considered as a realistic objective to have 5 female referee pairs in the IFF ordinary referee group in 2014.
INTERNATIONAL FLOORBALL FEDERATION (IFF)

Recognised by the IOC
Ordinary member of SportAccord

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Fax: +358 9 454 214 50

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

Office and Referee Coordinator
Veli Halonen
halonen@floorball.org
+358 40 0 529 033
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<td>Niedermann Remo</td>
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</tbody>
</table>
Appendix 12

International Floorball Federation
Development Programme Seminar

Feedback given by Participants

Refereeing 22 Coaching 37

Koh Seong Eun, Lee Ki Wung, Seo Kyoung Hoon, Kim Se Woong, Kim Dae Sung, Kim Mi Jeong, Kim Hwang Joo


Park Jong Hyun, Han Eun Ju, Cho, Jin Hyuk, Bae Han Sol, Baek Woon Kyu, Bong Eun Ji, Jung Eun Zoo

Lee Tae Hyung, Park Doo Sun, Lee Jae Man, Song Jeung Woo, Yeon Kwang Hwan, Lee Sunu, Jo Young Jin

Hong Jin Hyuk, Jang Young Soo, Kim Hye Jin, Lee Hyun Woo, Woo Pooh Reum, Lee Eung Hyup, KOR

Kang Geum Sung, Cho Kun Woong, Jin Jeong Nam, Lee Young June, Lee Jun Oh, Lee Jin Hee, Joung Hyo Sook, KOR

Mr. Sangol

NEP

Lee Chul Hi, Lee Hye Mi, Joen Hong Geun, Han Jae Hyung, Jeong Moon Young, Jung Min Hoon, Jeong Sun Hoo

MD Noor Islam

NEP

William Holmer

SWE

Alex Peck

AUS

Number of Participants who found the Issue to be very interesting

<table>
<thead>
<tr>
<th>Refereeing</th>
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<th>Coaching</th>
<th>Resp</th>
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<tr>
<td>Floorball rules</td>
<td>21</td>
<td>Practical training session</td>
<td>33</td>
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<tr>
<td>Actual refereeing in a game</td>
<td>19</td>
<td>Defensive tactics</td>
<td>29</td>
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<tr>
<td>Penalty rules and procedures</td>
<td>16</td>
<td>Game duties/feedback</td>
<td>27</td>
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<tr>
<td>Referee signs</td>
<td>15</td>
<td>Basic practical skills</td>
<td>24</td>
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<tr>
<td>Game time duties</td>
<td>13</td>
<td>Passing &amp; Shooting</td>
<td>22</td>
</tr>
<tr>
<td>Observation tasks</td>
<td>12</td>
<td>Good leaders/lecturers</td>
<td>21</td>
</tr>
<tr>
<td>Referee movement</td>
<td>12</td>
<td>Basic game plays</td>
<td>21</td>
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<tr>
<td>Fun Game</td>
<td>10</td>
<td>Planning trainings</td>
<td>17</td>
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<tr>
<td>Game situation interpretations</td>
<td>9</td>
<td>DVD's</td>
<td>16</td>
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<tr>
<td>Dynamics of Floorball</td>
<td>8</td>
<td>Leadership theory</td>
<td>15</td>
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<tr>
<td>Observation feedback</td>
<td>8</td>
<td>Teaching tactical skills</td>
<td>13</td>
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<tr>
<td>What is to be an referee</td>
<td>7</td>
<td>Game Statistics</td>
<td>12</td>
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<tr>
<td>Game situations</td>
<td>6</td>
<td>Group dynamics</td>
<td>12</td>
</tr>
<tr>
<td>Good dialogue in class</td>
<td>6</td>
<td>Interesting groupworks</td>
<td>12</td>
</tr>
<tr>
<td>Group works</td>
<td>6</td>
<td>Special situations</td>
<td>11</td>
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<tr>
<td>Co-operation on the field</td>
<td>6</td>
<td>Powerplays</td>
<td>10</td>
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<tr>
<td>Video analysis</td>
<td>5</td>
<td>Gave me ideas</td>
<td>10</td>
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<tr>
<td>Good lecturers</td>
<td>4</td>
<td>Opening the game</td>
<td>10</td>
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<tr>
<td>Organising referee courses</td>
<td>3</td>
<td>Floorball history/vision</td>
<td>8</td>
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<tr>
<td>Questions and answers</td>
<td>3</td>
<td>Coach roles</td>
<td>7</td>
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<tr>
<td>Stick handling</td>
<td>3</td>
<td>Leading a game</td>
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<tr>
<td>Good presentations</td>
<td>2</td>
<td>Leadership theory/values</td>
<td>4</td>
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<tr>
<td>History of Floorball</td>
<td>2</td>
<td>Team Building</td>
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Number of Participants who found issues negative during the seminar

<table>
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<tr>
<th>Refereeing</th>
<th>Resp</th>
<th>Coaching</th>
<th>Resp</th>
</tr>
</thead>
<tbody>
<tr>
<td>More Rules related lectures</td>
<td>5</td>
<td>Too big differences in Floorball knowledge</td>
<td>5</td>
</tr>
<tr>
<td>Too long discussions about a one topic</td>
<td>4</td>
<td>More information about coaching in schools</td>
<td>3</td>
</tr>
<tr>
<td>Too little practical demo</td>
<td>3</td>
<td>More basic drills and how to use them</td>
<td>3</td>
</tr>
<tr>
<td>More playing for referees</td>
<td>2</td>
<td>More video analysis</td>
<td>3</td>
</tr>
<tr>
<td>More video material to be used</td>
<td>2</td>
<td>No materials given before</td>
<td>2</td>
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</table>

Issues that the Participants found to be needed in the next seminars

<table>
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<tr>
<th>Refereeing</th>
<th>Resp</th>
<th>Coaching</th>
<th>Resp</th>
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<tbody>
<tr>
<td>Practical Referee sign training</td>
<td>5</td>
<td>Another seminar next year</td>
<td>4</td>
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<tr>
<td>More training in the field</td>
<td>4</td>
<td>More actual ball drills</td>
<td>3</td>
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<tr>
<td>Give the participants the rule book</td>
<td>2</td>
<td>More games to observe/analyse</td>
<td>2</td>
</tr>
<tr>
<td>Annual events for referees</td>
<td>2</td>
<td>More playing Floorball</td>
<td>2</td>
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Average Scores given by the Participants on a scale from 1 = Not good at all to 5 = very good; Total seminar = 4,3

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<thead>
<tr>
<th>Refereeing</th>
<th>Avg</th>
<th>Coaching</th>
<th>Avg</th>
<th>Total</th>
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<tr>
<td>Information level</td>
<td>4,36</td>
<td>Information level</td>
<td>4,45</td>
<td>4,40</td>
</tr>
<tr>
<td>Usefulness</td>
<td>4,16</td>
<td>Usefulness</td>
<td>4,40</td>
<td>4,28</td>
</tr>
<tr>
<td>Gave me ideas</td>
<td>4,03</td>
<td>Gave me ideas</td>
<td>4,09</td>
<td>4,06</td>
</tr>
<tr>
<td>Relevance</td>
<td>4,29</td>
<td>Relevance</td>
<td>4,61</td>
<td>4,45</td>
</tr>
<tr>
<td>Total</td>
<td>4,21</td>
<td>Total</td>
<td>4,39</td>
<td>4,30</td>
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</table>
WORLD FLOORBALL CHAMPIONSHIPS 2014
GOTHENBURG SWEDEN
5-14 DECEMBER

ONE WORLD
ONE BALL
FLOORBALL

A NEW DIMENSION

10th Men's
World Floorball
Championships
**Appendix 14a**

**Anti-doping Organization (ADO) Statistical Summary - 2011**

Article 14.4 of the World Anti-Doping Code requires that "Anti-Doping Organizations shall, at least annually, publish publicly a general statistical report of their Doping Control activities with a copy provided to WADA." Article 14.5 also requires that "WADA shall act as the central clearing house for Doping Control Testing data from anti-doping organizations and "shall, at least annually, publish statistical reports summarizing such information."

The following template is intended to assist your organization in complying with this requirement and may your submission may be published in full or in part on WADA’s website.

<table>
<thead>
<tr>
<th>ADO NAME (FEDERATION, NADO, etc)</th>
<th>International Floorball Federation (IFF)</th>
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### Overall Summary

<table>
<thead>
<tr>
<th>SIZE OF REGISTERED TESTING POOL (RTP)</th>
<th>RTP 1: 14 players that we collect individual whereabouts from (15 players starting from June 2011 due to a player doing his comeback in the national team) RTP2: Top 4 national teams in Men &amp; Women that we collect national team whereabouts from</th>
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<tbody>
<tr>
<td>TOTAL URINE TESTS¹</td>
<td>A total of 531 tests have been conducted in Floorball (IFF, NADO’s, MA’s)</td>
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<tr>
<td>TOTAL ADVERSE ANALYTICAL FINDINGS</td>
<td>5</td>
</tr>
<tr>
<td>TOTAL ANTI-DOPING RULE VIOLATIONS²</td>
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</table>

### Testing Details

| IN COMPEITITION URINE TESTS¹ | 58 |
| OUT OF COMPETITION URINE TESTS (OOC)⁴ | 26 |
| # OOC TESTS ON RTP | RTP 1:19 RTP 2: 7 |
| SAMPLES FOR EPO ANALYSIS | |
| SAMPLES FOR BLOOD TRANSFUSION | |
| SAMPLES FOR hGH | |
| NON-ANALYTICAL SAMPLES COLLECTED³ | |

### Results Details

| AAFs WITH VALID TUEs (CASES DISMISSED) | 5 |
| ELEVATED T:E RATIOS | |
| ELEVATED T:E RATIOS WITH NEGATIVE IRMS | |
| SUBSEQUENT FOLLOW-UP TESTS TO CONFIRM ENDOGENOUS/EXOGENOUS ORIGIN | |
| NON-ANALYTICAL ADRVs (REFUSALS, POSSESSION, MISSED TESTS, ETC) | 2 filing failures by different athletes not leading to ADRVs |
Number of total urine tests both in and out of competition excluding dilute samples.

Please provide a summary of these cases including name, date, sport, substance & imposed sanction.

Initiated and planned by your organization or delegated to member federations in accordance with relevant ADO regulations.

Initiated and planned exclusively by your organization or contracted to a service organization.

Samples collected for profiling or medical purposes, and/or used for longitudinal study.

Please submit this form to WADA’s Department of Standards & Harmonization
By Email: stuart.kemp@wada-ama.org
By Fax: +1 514 904 2266
WADA IF’s Symposium, CHUV, Lausanne, March 20th –21st 2012

Participants: Merita Bruun and John Liljelund IFF

Summary of the most interesting topics during the Symposium:
Current challenges in the fight against doping, David Howman Director General, WADA

- Availability – better practices to be availability and shared
- Collaboration – between ADOs to avoid reinventing the wheel
- Commitment – the quality of the programs can be enhanced
- International Standards to be revised in the same time as the Code, feedback needed on the drafts by the end of the year
- Athletes engagement needed, WADA Athlete committee
- Emphasis on blood sample analysis, 10 % (growth hormone and EPO)
  - comment: costs 4 times more, which leads to less tests, must be based on risk assessment (archery)
- ADAMS reporting
- Education mandatory for all signatories – Encourage social science research

Making good use of limited resources, Frederic Donze, WADA

- Use existing resources (guidelines, ADAMS, materials)
- Pilot projects with a number of stakeholders
  - Better practice programs, WADA can support ADOs in areas of concern where the Code or the Standards are not enough

Optimisation of the Testing Program of an Anti-Doping organisation with limited resources, Pierre Dollo, ISMF & Francoise Dagouret SportAccord

- All aspects of anti-doping program in place, except in the area of testing.
  - Looked for help from SportAccord
  - Problem with urine samples in events
  - Give priority to out of competition tests based on blood profiling
  - In competition tests based on standard urine tests
  - EPO to be detected out of competition
  - Global anti-doping program, DFSU administration with help from WADA on biological passport (ADAMS setup, RTP, Whereabouts, Tests organisation, cooperation with WADA in ABP)
  - ISMF 4 500, but final budget 24 600 € (organisers paying the most)
  - 80 % out of competition, 20 % before competition + ABP

From Rules to Practice: A renewed emphasis on effective programs, Rune Andersen WADA

- Analyze for EPP and hGH
- Create smart TDPs
- Consider implementation of the Athlete Biological Passport

Leveraging a major sporting event to improve the fight against doping, Jeremy Luke

- Corporate sponsors to be used in the area of anti-doping

Improved statistics and the enhancement of anti-doping programs, Stuart Kemp WADA

- Need of standardised methods for collecting statistics
- Ideal that every organisation is using ADAMS
- No fields in DCF (testing authority, result management authority)
- IST 9.3.7 Adverse profiling, cooperate to understand the details of the test
  - intelligent based test, level of competition, whereabouts program
ADAMS development and optimal news, Stuart Kemp

- ADAMS 3.0 November 2011: Whereabouts guide, Travel options (to be developed), Addition of new languages (13 today, more added), Address book (saved to populate to calendar).
- New on ADAMS: Automated deletion of data & Mobile application for athletes whereabouts

Update on WADA World Anti-doping Code Review, Olivier Niggli, Legal director WADA

- 81 % of Code signatories considered Code compliant
- All opinions published on WADA website
- 2nd code revision encompass the international standards
- Presentation at the World Conference on Doping in Sport November 2013

New WADA Information and Education Resources for Stakeholders, Rob Koehler WADA

- Developing a marketing plan
- Outreach program, SNTD, At a glance series, Iphone/Android prohibited List, Encourage social science research (37 projects funded since 2005), Open Research, Target Research, Young Investigators Awards (money from WADA), Took Kits available on-line, Play True Generation program game coming up in late 2012 (exploring actions and consequences online), New evaluation Tool for education programs (5 pages, effectiveness and long term evaluation April 2012), Digital Library for easy downloading etc. (April 2012)

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New ideas, to do etc…

- IFF to continue following the WADA Code revision closely as well as the updates on the International standards.
- IFF to contact IIHF to receive injury assessment document models
- IFF to publish the new information/education tools when released by WADA
IFF & Floorball Material Producers Development Board meeting at Landvetter Airport Hotel, in Gothenburg, Sweden 23.03.2012

Participants:
- Exel (E-SG)  Anders Östling and Jacob Gustafsson
- FatPipe (Powerstick)  Sami Turtiainen
- Oxdog (Evosport)  Joacim Bergström
- Realstick (SB-yhtiöt)  Petri Piironen
- Unihoc (Renew )  Jan-Inge Forsberg, Torbjörn Jonsson and Kristian Strande
- Salming (X3M)  Tomas Solin and Thomas Nord
- SP  Lars-Åke Henriksson
- IFF  John Liljelund

Report on present issues

1. Welcome
   Mr. Liljelund opened the meeting at 10.00 at the Landvetter Airpot Hotel in Gothenburg, Sweden and informed that all the invited companies representative are present.
   Mr. Liljelund conveyed the greetings from by Mr. Tomas Eriksson, IFF President in which he stressed the importance of a good cooperation between the manufacturers and the IFF.

2. General Update
   Mr. Liljelund reported on the number of sold sticks, balls and other material in 2011.
   The total sales were up somewhat after the harder years. The reported sales, was apart from the was in line to the previous years.
   Number of sold sticks, balls and other material
   SP has on the request of IFF moved over to follow the marking of Floorball materials to a calendar year system, starting from 2011.
   - Balls  2,255,046 pcs
   - Sticks  647,771 pcs (639,445 period Sept10 – Aug11)
   - Goals  1,980 pcs
   - Rinks  360 pcs
   - Face masks  608 pcs

   Material Approval system financial outcome 2011
   The total revenue for 2011 was  CHF 265,443
   The costs for running the system was  CHF 215,653
   Giving a surplus of  CHF 49,790
   Out of this 80 per cent, which equals a sum  CHF 39,832
   for the use of the Development Board.

   Mr. Liljelund further gave a short information of the main IFF activities in 2012
   a) Introduction and implementation of the IFF Licence System for the participation in the IFF Events.
   b) Working towards participating in the multi-sports games, with the upcoming possibilities with the Special Olympic Winter Games in Korea 2013 or the International Master Games Associations Winter Master Games in Italy 2015. The next new possibilities are the South-East Asian Games in Singapore 2015 or the Universiade 2017 in Taiwan.
   c) Present development with Floorball on the way to the Olympic Games and the IOC decision of the Short List in 2015.

3. Discussion about the principle to approve novelties in Floorball and the need to define the security level for these new products
   IFF has based on the recommendation of SP’s technical expertise approved a number of novelties throughout the years, based on SP interpretation of the Material Regulation and hence they have entered the market smoothly.
However the approval of the new carbon based blade has caused a massive discussion on the market, which IFF feels that needs to be evaluated and discussed. Based on this situation the IFF proposes for the DB to discuss the following topics:

- Process to react upon approved novelities, which might have unforeseen security issues, which would seriously effect the market.
- IFF owns the Sport of Floorball and we need to secure the positive development of the sport and the DB is a tool to evaluate the development of materials
- IFF/SP will introduce a system for approval of new innovations twice a year, in order to avoid unnecessary problems. What elements shall we take into account, in order to not prevent the product development?

The Development Board discussed all the aspects of the introduction of the carbon blade to the market. The concern from a number of manufacturers was that the introduction of a carbon blade could change the sport in a undesirable direction.

The concern is that the hard carbon blade will damage wooden parquet floorings making it harder for Floorball to enter arenas, that the safety of the players would be at risk (stepping on the blade), the need for safety equipment would increase, it would change the sports present low cost image. The majority of the members of the Development Board felt that this is a step that the sport should not take without a broader analysis.

Based on the feedback from the market, elite players, national associations and the trade, there need to be a continuance plan for the security features related to the carbon blades/one piece sticks. The DB needs to find a common line of security features, in order to steer further development.

The Development Board decided unanimously after a lengthy discussion the following:

- The IFF/SP will take a 6 months’ time-out in the approval process of the composite blade until the end of October.
- The Floorball Manufacturers are asked to provide their suggestions upon the safety features for composite blades until the 20th of May to Lars-Åke/SP
- SP is to build a proposal for a test method for composite blades, based on the proposed safety features
- All manufacturers are allowed to test their related products in the new test method, in order to have as much information as possible for a final evaluation.
- SP will make an evaluation of the carbon blades based on the tests performed and make a report by mid of September.
- The Development Board will have a meeting in beginning of October.

4. Projects for 2011 and 2012
The IFF proposes that the Development Board would for 2012 continue with one additional year the project in Germany. The reason for this proposal is that the Floorball Germany, still has not received the German NOC recognition and need to pull this through. The IFF proposes to support the German project and that the DB would grant the project 12.500 CHF for the years 2012.

IFF also proposes that the Development Board would move the support given to Floorball Canada from 2011 to 2012, due to a prolonged administrative process in Canada, which has prevented the start of the project as planned in 2011. (Appendix 1)

In order to strengthen the continued development of Floorball in Western Europe, IFF has started a project with the Spanish Federation, which has built a development plan (Appendix 2), in order to grow the sport in a second country of the Big 5 in Europe (UK; France, Spain, Germany and Italy). The IFF proposes to support the Spanish Federation (AUFE) project and that the DB would grant the project 12.500 CHF for the years 2012.

The Development Board approved the proposals.
5. **Floorball Manufacturer Village at Champions Cup in October in Umeå, Sweden**

IFF will run the second edition of the Floorball Village during the Champions Cup in Umeå, Sweden from the 3rd to 7th of October.

In this event all Floorball Material producers are invited to participate in the Event and based on the experience in Mlada Boleslav it has been very positive. IFF will send out an offer for participation in this Event to all manufacturers in beginning of April.

6. **Other issues**

No other issues was brought forward

7. **Next meeting**

The next meeting to be held in connection with the Champions Cup, in Umeå, Sweden. The preliminary date is set to the Friday the 6th of October, 2012

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**Upcoming meetings and issues**

- Next meeting will be held in connection to the Champions Cup, in Umeå, Sweden, with the preliminary date of 6th of October 2012.

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**Issues that need to be discussed or decided upon or taken action upon**

- The manufacturers are to send their proposals for safety features for composite blades to SP no later than the 20th of May 2012.
- IFF/SP is to prepare a proposal for the features in the test method for the new blades by May 30th.
- SP is to perform tests with the new test method on the existing carbon blades and report the results until the 15th of September to the Development Board.
- The Development Board to discuss the evaluation of the tests and decide about the future in its meeting in October.
- IFF to inform Floorball Germany and the Spanish Floorball Federation of the provided support for 2012 and Floorball Canada about the prolonging of the project from 2011 to 2012.

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**New ideas, etc...**
International Floorball Federation
IFF

STATUTES

Edition 2012

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TABLE OF CONTENTS

I GENERAL GUIDELINES xx

ARTICLE 1 TITLE AND CONSTITUTION xx
ARTICLE 2 OBJECTS xx
ARTICLE 3 LEGAL SEAT xx
ARTICLE 4 NEUTRALITY xx
ARTICLE 5 DOPING ABUSE xx
ARTICLE 6 REPRESENTATION xx
ARTICLE 7 PUBLICATION xx
ARTICLE 8 FEDERATION’S-/FINANCIAL-YEAR xx

II MEMBERSHIP xx

ARTICLE 9 MEMBERSHIP OF IFF WITHIN OTHER FEDERATION xx
ARTICLE 10 MEMBERSHIP WITHIN THE IFF xx
ARTICLE 11 TYPES OF MEMBERSHIP xx
ARTICLE 12 APPLICATION FOR MEMBERSHIP xx
ARTICLE 13 ACQUISITION OF PROVISIONAL MEMBERSHIP xx
ARTICLE 14 ACQUISITION OF ORDINARY MEMBERSHIP xx
ARTICLE 15 MEMBERS RIGHTS xx
ARTICLE 16 MEMBERS DUTIES xx
ARTICLE 17 LOSS OF MEMBERSHIP xx
ARTICLE 18 RESIGNATION xx
ARTICLE 19 DISSOLUTION xx
ARTICLE 20 REACQUISITIONS OF MEMBERSHIP xx
ARTICLE 21 HONORARY MEMBERSHIP xx
ARTICLE 22 CONFEDERATIONS xx
ARTICLE 23 RIGHTS OF CONFEDERATIONS xx

III BODIES xx

ARTICLE 24 BODIES xx

A. THE GENERAL ASSEMBLY xx

ARTICLE 25 ORDINARY GENERAL ASSEMBLY xx
ARTICLE 26 EXTRAORDINARY GENERAL ASSEMBLY xx
ARTICLE 27 NOMINATIONS, MOTIONS AND PROPOSALS xx
ARTICLE 28 AGENDA AT THE GENERAL ASSEMBLY xx
ARTICLE 29 VOTING STATUS xx
ARTICLE 30 ELECTIONS AND DECISIONS xx
ARTICLE 31 PROTOCOL (MINUTES) xx

B. THE CENTRAL BOARD (CB) xx

ARTICLE 32 FUNCTIONS xx
ARTICLE 33 COMPOSITION xx
ARTICLE 34 CONSTITUTION AND ORGANISATION xx
ARTICLE 35 COMPETENCE AND VOTING xx

C. THE EXECUTIVE COMMITTEE (ExCo) xx

ARTICLE 36 COMPOSITION AND COMPETENCE xx
ARTICLE 37 EXCEPTION xx

D. THE DISCIPLINARY ORGANS xx

ARTICLE 38 ORGANS xx
ARTICLE 39 COMPOSITION xx
ARTICLE 40 COMPETENCE AND PROCEDURE xx
E. THE COMMITTEES

ARTICLE 41 STANDING COMMITTEES
ARTICLE 42 COMPOSITION
ARTICLE 43 OBLIGATIONS
ARTICLE 44 SPECIAL COMMITTEES AND FUNCTIONS

IV ADMINISTRATION

ARTICLE 45 OFFICE
ARTICLE 46 SECRETARY GENERAL

V FINANCES

ARTICLE 47 REVENUES
ARTICLE 48 MEMBERSHIP FEE
ARTICLE 49 INDEMNITIES AND CHARGES
ARTICLE 50 LIABILITY
ARTICLE 51 EXAMINATION OF THE ACCOUNT/AUDITORS

VI DISCIPLINARY MEASURES

ARTICLE 52 DISCIPLINARY MEASURES

VII DISPUTES

ARTICLE 53 MEDIATION
ARTICLE 54 ARBITRATION

VIII MISCELLANEOUS

ARTICLE 55 GOVERNING LAW AND LEGAL FORUM
ARTICLE 56 OFFICIAL LANGUAGE
ARTICLE 57 MODIFICATION OF THE STATUTES
ARTICLE 58 DISSOLUTIONS OF THE IFF

IX CONCLUDING CLAUSES

ARTICLE 59 ENACTING CLAUSE
ARTICLE 60 TRANSITIONAL REGULATIONS
I GENERAL GUIDELINES

ARTICLE 1 TITLE, LEGAL FORM AND CONSTITUTION

The International Floorball Federation (IFF) is an association governed by Art. 60 and following, of the Swiss Civil Code, consisting of the National Associations that are recognized by IFF as controlling association for Floorball in their respective countries.

ARTICLE 2 OBJECTS

The objects of the IFF are the promotion, development and organisation of Floorball world-wide.

ARTICLE 3 LEGAL SEAT AND OFFICE

3.1 The location of the legal seat of IFF shall be determined by a resolution of the General Assembly.

3.2 The location of the office of IFF shall be determined by the Central Board.

ARTICLE 4 NEUTRALITY

The IFF shall take steps as shall be deemed necessary or advisable to prevent any discrimination against a country or an individual for reasons of race, religion or politics and gender.

ARTICLE 5 DOPING ABUSE

In case of Doping abuse within IFF activities the WADA Anti-Doping Code and the relevant IFF regulations are applicable.

ARTICLE 6 REPRESENTATION

The IFF represents International Floorball activities solely to all partners, such as public authorities, media and other exclusively.

ARTICLE 7 PUBLICATIONS

7.1 To inform its members regarding official publications and invitations, the IFF can form its own publications/medium.

7.2 Details shall be governed by an IFF regulation.

ARTICLE 8 FEDERATION’S-/ FINANCIAL-YEAR

The federation’s year and the financial year last from the 1st of January to the 31st of December.
II MEMBERSHIP

ARTICLE 9 MEMBERSHIP OF IFF WITHIN OTHER FEDERATION

9.1 The aim of IFF is to co-operate within the international sports community and to gain membership of international federations, such as SportAccord and the IOC.

9.2 In differences of statutes, IFF Statutes take precedence.

ARTICLE 10 MEMBERSHIP WITHIN THE IFF

10.1 The membership can be recognized to all National Floorball Associations (one per nation), that aim is to promote and preserve Floorball, organize national championships and participate in the activities organised by IFF.

10.2 The members of the IFF may not join any other International Floorball Organisation.

ARTICLE 11 TYPES OF MEMBERSHIP

The IFF differentiates between ordinary members, provisional members and honorary members.

ARTICLE 12 APPLICATION FOR MEMBERSHIP

12.1 An Association applying for membership shall address a written request (all documents in English) to this effect to the IFF. The application shall contain:
   a) name and address of the headquarters of the Association,
   b) names and addresses of the board members of the Association,
   c) Statutes and other Regulations of the Association,
   d) minutes from the foundation, and if possible,
   e) registration documents from their National authorities and an approval from the National Sports Confederation.

12.2 A new member association shall be accepted first as a provisional member before becoming an ordinary member.

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.

13.3 Provisional membership shall only be granted for four years.
After a maximum of four 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.

ARTICLE 15  MEMBERS RIGHTS

15.1 Provisional members are entitled to:

a) Participate at the General Assembly without voting status, but with the right to put forward motions.

b) Participate in Continental and World Championships organized by the IFF with their National Team. Participate with their various National Teams in Championships if the requirements are fulfilled.

c) Allow their Club Teams to participate in matches and tournaments sanctioned by the IFF, according to the Competition Regulations

15.2 Ordinary members are entitled to:

a) Full Co-management of all IFF activities within the limits of the competence given by the Statutes. All official members have the equal rights within the IFF.

b) Participate at the General Assembly with voting status and with the right to put forward motions.

c) If a new regulation that has been published is opposed (within 30 days notice), a 1/3 of the members can claim the approval of it by the General Assembly.

d) Participate in Continental and World Championships organized by the IFF with their National Team. Participate with their various National Teams in Championships if the requirements are fulfilled.

e) Allow their Club Teams to participate in games and tournaments sanctioned by the IFF, according to the IFF Competition Regulations.
ARTICLE 16  MEMBERS DUTIES

Members shall:

a) Be aware of the statues, regulations, decisions and other directions of the IFF and its bodies and to brief their own members on them.

b) Omit any activities that could be detrimental to the interests and the status of Floorball in general and the IFF in particular.

c) Fulfil the requirements of the Financial Regulations.

ARTICLE 17  LOSS OF MEMBERSHIP

17.1 The membership expires by: - resignation (withdrawal) - exclusion - dissolution of the association

17.2 The expiration of membership does not dispense from any member's duties during the membership.

17.3 Any members lose their member's rights after the expiration of membership. They have no legitimate claim to the fortune of the IFF.

ARTICLE 18  RESIGNATION

The resignation from the IFF shall be sent to the official address of the IFF within 90 full days notice to the end of the IFF Administrative year.

ARTICLE 19  DISSOLUTION

In the case of dissolution of a National Association the membership expires at the day of the decision of dissolution.

ARTICLE 20  REACQUISITION OF MEMBERSHIP

In the case of a reapplication of a former member (National Association) it has to meet in addition to the conditions particularised in article 13 all arrears of duties.

ARTICLE 21  HONORARY MEMBERSHIP

21.1 The General Assembly may grant the title of Honorary President or Honorary Member to any individual person who has rendered meritorious service to the IFF. The CB shall submit the name of any such person to the General Assembly for approval.

21.2 Honorary Members shall be invited to the General Assembly and are entitled to take part in the discussions but have no voting power.

21.3 Honorary Members shall be freed of membership fees.
ARTICLE 22  CONFEDERATIONS

A Confederation is a group of at least three (3) Associations recognized by IFF that belong to the same continent or assimilable geographical region. The confederations are to be accepted by the IFF ordinary General Assembly by a majority of 2/3.

ARTICLE 23  RIGHTS OF CONFEDERATIONS

23.1 A Confederation shall have the following rights and obligations:

   a) to comply with and enforce compliance with the Statues, Regulations and at decisions of IFF
   b) to work closely with IFF in every domain so as to achieve the objectives stipulated in Article 2 to organise International Competitions
   c) to organise its own International and Interclub Competitions, in compliance with the international calendar
   d) to ensure that International Leagues or any other such groups of clubs or Leagues shall not be formed without its consent and the approval of IFF
   e) at the request of IFF to grant Associations applying for membership the status of a provisional member. This status shall grant Associations the right to take part in the Confederation’s competitions and General Assemblies. Any other rights and obligations of the provisional member shall be regulated by the Confederation’s statutes and regulations. Provisional members of the Confederation may not take part in IFF final competitions.
   f) to appoint to the Confederation Central Board members to which they are entitled in compliance with these Statues.
   g) to nurture relations and cooperation with IFF actively and constructively for the good of the Game through consultative meetings and to discuss and resolve any problems relating to the interest of the Confederations of IFF
   h) to ensure, that the representatives appointed to IFF bodies or the Confederation Central Board carry out their activities on these bodies with mutual respect, solidarity, recognition and fair play
   i) to set up committees that work closely together with the corresponding committees of IFF
   j) exceptionally to allow, with IFF’s consent, an Association from another Confederation to participate in a Competition that it is organising
   k) with the mutual cooperation of IFF, to take any action considered necessary to develop the game of Floorball on the continent concerned, such as arranging development programmes, courses, conferences etc.
   l) to set up the bodies necessary to fulfil the duties incumbent upon it.
   m) to produce the funds necessary to fulfil its duties

23.2 The Central Board may delegate other duties or powers to the Confederations. To this end, IFF may conclude an appropriate agreement with each of the Confederations concerned.

23.3 The Confederations’ statutes and regulations shall be submitted to IFF for approval.

New Order:

III  BODIES
ARTICLE 24  BODIES

The bodies of the IFF are:

A) The General Assembly
B) The Central Board (CB)
C) The Executive Committee (ExCo)
D) The Disciplinary Organs
E) The Committees
F) The Disciplinary Committee (DC)
G) The Appeal Committee (AC)

A.  THE GENERAL ASSEMBLY

ARTICLE 25  ORDINARY GENERAL ASSEMBLY

25.1 The General Assembly is the supreme body of the IFF. An Ordinary General Assembly shall be held, every two years, in connection to the Men’s World Floorball Championships in even years.

25.2 The General Assembly shall be announced by the CB at latest 90 full days in advance. The summons to the General Assembly together with the agenda, the CB reports, the financial report, auditors report, budget, nominations and any motions and proposals of the National Associations shall be sent to the National Associations at latest 30 full days in advance.

ARTICLE 26  EXTRAORDINARY GENERAL ASSEMBLY

26.1 The CB or a 1/3 of the ordinary member Associations can claim the summoning of an Extraordinary General Assembly.

26.2 The Extraordinary General Assembly shall be held within 90 full days since the service of the claim. The procedure shall be equal to the one of the Ordinary General Assembly.

ARTICLE 27  NOMINATIONS, MOTIONS AND PROPOSALS

27.1 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.

27.2 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.

ARTICLE 28  AGENDA AT THE GENERAL ASSEMBLY

The functions and competence of the General Assembly are:

a) Opening of the General Assembly
b) Approval of present Associations and the voting roll.
c) Election of the scrutinisers
d) Approval of the Agenda

e) Approval of the protocol of the last General Assembly (according to article 31 paragraph 3)

f) Admission or expulsion of ordinary member Associations

g) Approval of the CB reports

h) Approval of the financial report and the auditors report

i) Decision on freedom of responsibility for the CB

j) Decision on membership fee

k) Approval of the budget and working plan for the next two years

l) Elections, for a period of four years:
   - IFF President
   - nine CB members for a term of two years
   - chairman of the Disciplinary Committee
   - two members and two substitutes of the Disciplinary Committee
   - chairman of the Appeal Committee
   - two members and two substitutes of the Appeal Committee

m) Appointment of a chartered auditor and a substitute for two years

n) Examinations and decisions on proposals and motions of the members

o) Approval of Regulations within the meaning of article 15 paragraph 2 littera c)

p) Decision on all affairs being reserved for the General Assembly by the statutes or by law

q) Modification of the statutes

r) Appointment of honorary member

s) Decision on the meeting place for the next General Assembly

ARTICLE 29  VOTING STATUS

29.1 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.

29.2 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.

ARTICLE 30  ELECTIONS AND DECISIONS

30.1 Elections and decisions are voted by open ballot unless at least two of the present ordinary members apply for a secret ballot.

30.2 Elections and decisions shall be taken by simple majority of the present votes.

30.3 When the voting concerns elections, the person or those persons with the most votes shall be considered elected. In the election of the CB the candidate of each gender, who have received the most votes, are first elected and the remaining seats are filled in order of most votes received.

ARTICLE 31  PROTOCOL (MINUTES)

31.1 The minutes shall be sent to the member Associations within 30 full days from when the General Assembly has been held.
31.2 The minutes is considered to be approved by the ordinary member Associations unless a substantiated objection in writing is sent to the CB of the IFF within 30 full days notice since the service.

31.3 In the case of an objection the next General Assembly decides on the approval respectively the corrigenda or the completions of the minutes.

B. **THE CENTRAL BOARD**

**ARTICLE 32  FUNCTION**

32.1 The Central Board (CB) is the executive body of IFF.

32.2 It leads the IFF and represents it externally.

**ARTICLE 33  COMPOSITION**

33.1 The CB shall consist of a President and ten nine members representing both genders. The President and nine members are elected by the General Assembly, while the tenth member is the Chairman of the Athletes Commission, elected by the latter after the GA.

33.2 No more than one person from the same ordinary member Association can be elected as member of the CB, with the exception of the President or the Athletes Commission Chairman. In all cases, the CB cannot be made up of more than two members from the same member Association.

33.3 The term of office for the President and members of the CB shall be four two years. The retiring members and the President shall be eligible for re-election.

33.4 Vacancies during the term of office shall be co-opted by the CB upon proposal by the national Associations in question. **If there are a vacancy co-opted during the first two years, it has to be confirmed by the General Assembly.**

**ARTICLE 34  CONSTITUTION AND ORGANISATION**

34.1 Within the members of the CB there shall be appointed one Vice President and a Treasurer.

34.2 The procedure within the CB, the functions and competence of the CB members shall be governed by rules of procedure and responsibility lists.

**ARTICLE 35  COMPETENCE AND VOTING**

35.1 The CB shall be responsible for the management and administration of the IFF and shall take decisions on all matters which does not require a General Assembly decision. The CB may delegate some of its powers.

35.2 The CB shall appoint the Chairmen of the committees **and Chairman of the Board of Arbitration.**
35.3 The CB enacts the IFF Regulations.

35.4 Each member of the CB is entitled within the limits of its particular function and in the execution of CB decisions to represent the IFF in its own power.

35.5 The CB can install working groups (WG) for specific duties with adequate competence. Also non CB members can be called into a WG.

35.6 In order to fulfil all the requirements in the administration the CB can appoint a General Secretary.

35.7 The CB shall have a quorum of six members, including the President or, in his absence, the Vice-President.

35.8 Decisions shall be taken by simple majority. In case of a draw in a CB voting the President’s vote is decisive.

C. THE EXECUTIVE COMMITTEE (ExCo)

ARTICLE 36 COMPOSITION AND COMPETENCE

36.1 The routine and urgent business of the IFF shall be dealt with by an Executive Committee (ExCo) comprised of the President, the Vice-President, the Secretary General and two additional members of the CB, the latter being proposed by the President and elected by the CB. In all cases, the ExCo cannot be made up of more than two members from the same member country.

36.2 The ExCo shall be responsible for the preparation of matters for the CB and handling urgent questions if the CB is not in position to reconvene.

36.3 Decisions shall be taken by simple majority. In case of equality of votes, the President decides.

36.4 Members of the ExCo shall not take part in the voting on items on the agenda, which are of particular interest to their National Federation, or the Federation in which they hold a position.

If necessary, the said items shall be designated by a separate vote, in which the members in question shall not take part.

ARTICLE 37 EXCEPTION

In cases of extreme urgency, the President may take the decision alone. He shall inform the ExCo and the Central Board of these decisions, with-in one week of the decision.

D. THE DISCIPLINARY ORGANS

ARTICLE 38 ORGANS
The disciplinary organs of IFF are:

(a) the Jury;
(b) the Disciplinary Committee (DC);
(c) the Appeal Committee (AC).

ARTICLE 39 COMPOSITION

39.1 The Rules and Competition Committee (RACC) appoints the Jury members to each competition.

39.2 The General Assembly elects the members of the DC and the AC for a period of four years.

39.3 The General Assembly appoints the Chairman of each Committee from among the members for the same period of four years.

39.4 At least the Chairman of the Disciplinary Committee shall be a lawyer.

ARTICLE 40 COMPETENCE AND PROCEDURE

40.1 The Jury is authorised to sanction any breach of IFF regulations during IFF competitions according to the Juridical Regulations in force.

40.2 The DC is authorised to sanction any breach of IFF regulations which does not come under the jurisdiction of another body according to the Juridical Regulations in force.

40.3 The AC is responsible for deciding appeals against any of the Jury’s, DC’s and CB’s decisions that the IFF regulations do not declare as final or referable to another body.

40.4 The procedure is governed by the Juridical Regulations.

E. THE COMMITTEES

ARTICLE 41 STANDING COMMITTEES

The Standing Committees of IFF, appointed by the CB, are:

- Rules and Competition Committee (RACC)
- Referee’s Committee (RC)
- Medical Committee (MC)

ARTICLE 42 COMPOSITION

42.1 Based on proposals submitted by each Committee Chairman, the CB appoints the members of each Committee for a four-year term.

42.2 Except for the MC, the Committees shall, in principle, be chaired by a member of the CB. The CB may decide otherwise.
42.3 The CB shall determine the number of members of each Committee.

ARTICLE 43 OBLIGATIONS

43.1 The Chairman shall represent his Committee. In consultation with the Office, the Chairman of a Committee shall set the dates of meetings, be responsible for the proper conduct of business and regularly report to the CB on the Committee’s work.

43.2 The Committees shall advise the CB. The CB may delegate certain of its duties to a Committee.

43.3 The Committees shall draw up guidelines for their work, which shall be approved by the CB.

ARTICLE 44 SPECIAL COMMITTEES AND FUNCTIONS

44.1 The CB may create Special Committees for a temporary period in order to deal with urgent and specific matters.

44.2 The rules governing the composition and obligations of the Standing Committees shall apply to Special Committees.

44.3 The CB may appoint persons to Special Functions or to perform special tasks on behalf of the IFF.

IV ADMINISTRATION

ARTICLE 45 OFFICE

The Office shall carry out all the administrative work of IFF under the direction of the Secretary General.

ARTICLE 46 SECRETARY GENERAL

46.1 The Secretary General is the chief executive of the Office and shall be appointed on the basis of an agreement governed by private law.

46.2 He shall be responsible for:

a) implementing decisions passed by the General Assembly, the CB and the ExCo;
b) managing and keeping the accounts of IFF properly;
c) compiling the minutes for the meetings of the General Assembly, the CB and the ExCo and standing and special committees;
d) IFF’s correspondence;
e) relations with the Confederations, Members, Committees and Special Functions;
f) organizing the Office;
g) the appointment and dismissal of staff working in the Office;
h) signing decisions on behalf of any IFF committee, provided that no other ruling exists in the respective regulations.

V FINANCES

ARTICLE 47 REVENUES

The revenues of the IFF consist, amongst others, of:

- membership fees
- duties
- tolls
- sanction fees
- subventions, donations, gifts, legacies
- returns of trade and agreements

ARTICLE 48 MEMBERSHIP FEE

48.1 The membership fee consists of two parts: a basic fee and a fee based on the number of players in the National Association (sized-related fee).

48.2 An ordinary member pays an ordinary members basic fee, and the sized-related fee.
   A provisional member pays a provisional members basic fee and the sized-related fee.

48.3 The amounts of the fees are settled by the General Assembly and appear in the IFF Financial Regulations.

ARTICLE 49 INDEMNITIES AND CHARGES

The indemnities and charges of any member of an IFF body or representatives of the IFF shall be governed by the IFF Financial Regulations.

ARTICLE 50 LIABILITY

The IFF is liable for its engagements exclusively and only with its own assets. It is excluded to have a recourse to the National Associations.

ARTICLE 51 EXAMINATION OF THE ACCOUNT / AUDITORS

The General Assembly shall appoint a firm of chartered accountants, one accountant and one substitute for a term of office of two years to examine the financial report of the IFF every year. The auditors’ reports shall be submitted to the General Assembly.

VI DISCIPLINARY MEASURES

ARTICLE 52 DISCIPLINARY MEASURES
52.1 Sanctions are:

   a) Warning
   b) Reprimand
   c) Fine
   d) Disqualification from competitions
   e) Discharge from official position
   f) Suspension
   g) Expulsion

52.2 The Jury, the DC and the AC may impose the sanctions described in these Statutes and in the IFF Juridical Regulations on member Associations, clubs, players and officials.

52.3 In any case different sanctions can be combined.

52.4 Suspensions of National Associations are imposed by the General Assembly. In the case of emergency, the CB is empowered to impose suspension on National Associations. All Suspensions of National Associations shall become into force on the date of the decision.

52.5 Only a General Assembly or an Extraordinary General Assembly may expel an Ordinary Member Association, after granting it a hearing, in accordance with IFF Juridical Regulation.

52.6 The sanctions are enforced throughout the IFF and notice thereof shall be given by registered letter to the party concerned.

VII DISPUTES

ARTICLE 53 MEDIATION

53.1 Any dispute of international dimension arising between IFF and/or member Associations, their representatives, coaches, Teams, Referees, etc. shall be submitted to mediation in accordance with the IFF Mediation Rules.

53.2 If, and to the extent that, any such dispute has not been settled within 90 days of the commencement of the mediation, or if, before the expiration of the said period, either party fails to participate or continue to participate in the mediation, the dispute shall, upon the filing of a Request for Arbitration by either party, be referred to and finally settled by CAS arbitration pursuant to the Code of Sports-related Arbitration.

ARTICLE 54 ARBITRATION

54.1 The Court of Arbitration for Sport in Lausanne, Switzerland (CAS) shall have exclusive jurisdiction, to the exclusion of any ordinary court or any other court of arbitration, to deal with the following disputes in its capacity as an ordinary court of arbitration:

   a) disputes between IFF and associations, leagues, clubs, players or officials;
   b) disputes of international dimension between associations, leagues, clubs, players or officials.
54.2 The CAS shall only intervene in its capacity as an ordinary court of arbitration if the dispute does not fall within the competence of a IFF organ.

54.3 Any decision made by the DC upon disciplinary matters, any decision made by the AC upon competition matters and any decision made by the CB upon any doping abuse may be submitted exclusively by way of appeal to the CAS, to the exclusion of any ordinary court or any other court of arbitration. The time limit for appeal is twenty-one full days after the reception of the decision concerning the appeal.

54.4 An appeal before the CAS may only be brought after IFF’s internal procedures and remedies have been exhausted.

54.5 The CAS is not competent to deal with:

- a) matters related to the application of a purely sporting rule, such as the Rules of the game or the technical modalities of a competition;
- b) decisions through which a natural person is suspended for a period of up to two matches or up to one month;
- c) awards issued by an independent and impartial court of arbitration in a dispute of national dimension arising from the application of the statutes or regulations of an association.

54.6 The CAS will resolve the dispute definitively in accordance with the Code of sports-related arbitration.

VIII MISCELLANEOUS

ARTICLE 55 GOVERNING LAW AND LEGAL FORUM
55.1 These Statutes shall be governed in all respects by Swiss law.
55.2 The legal forum shall be the legal seat of IFF.

ARTICLE 56 OFFICIAL LANGUAGE
The official language of the IFF is English. Each National Association shall be responsible for its own translation.

ARTICLE 57 MODIFICATION OF THE STATUTES
The modification of the IFF Statutes shall become effective by the decision of a 2/3 majority of votes present at the General Assembly.

ARTICLE 58 DISSOLUTION OF THE IFF
58.1 The dissolution of the IFF shall become effective only by a 3/4 majority of all official member Associations.
58.2 The dissolution must be repeated and granted by an extraordinary Dissolution Congress not later than six month after the first dissolution decision.
58.3 In the case of dissolution all financial claims have to be settled by a special Liquidation Committee (LC) elected by the dissolution General Assembly. The delegates of the Dissolution General Assembly shall decide about the use of the balance.

IX CONCLUDING CLAUSES

ARTICLE 59 ENACTING CLAUSE

These statutes were adopted by the IFF General Assembly in Zürich, in Switzerland on December 8th, 2012. They supersede those dated 10th of December 2010 and come into force immediately.

ARTICLE 60 TRANSITIONAL REGULATIONS

60.1 Facts that have accrued in advance of the enacting of these Statutes shall be judged/interpreted in accordance to the former Regulations.

60.2 Any decisions of the IFF Bodies shall stay to be effective as far as they are not contradictory to these Statutes.
I hereby confirm that these are the valid IFF Statutes, which has been approved by the IFF General Assembly on the 8th of December, 2012.

John Liljelund
Secretary General
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IFF

IFF MEDIATION RULES
Edition 2012

Decided by the IFF Central Board 05.05.2012

Valid from 01.07.2012
**Article 1  Definition**

Mediation is a non-binding and informal procedure, based on a mediation agreement in which each party undertakes to attempt in good faith to negotiate with the other party, and with the assistance of a mediator, with a view to settling a sports-related dispute.

A mediation agreement is one whereby the parties agree to submit to mediation a sports-related dispute which has arisen or which may arise between them.

A mediation agreement may take the form of a mediation clause inserted in a contract or that of a separate agreement.

Dispute regarding labour legislation shall be examined by mediation only if both parties have explicitly agreed upon that.

Disputes related to disciplinary matters, as well as doping issues, are expressly excluded from mediation.

**Article 2  Scope of application of rules**

Where a mediation agreement provides for mediation under the IFF Mediation Rules, these Rules shall be deemed to form an integral part of such mediation agreement. Unless the parties have agreed otherwise, the version of these Rules in force on the date when the mediation request is filed shall apply.

The parties may however agree to apply other rules of procedure.

**Article 3  Commencement of the mediation**

A party wishing to institute mediation proceedings shall address a request to that effect in writing to the IFF Office, and at the same time send a copy of this to the other party. The request shall contain: the identity of the parties and their representatives (name, address, telephone and fax numbers), a copy of the mediation agreement and a brief description of the dispute.

The day on which the mediation request is received by the IFF Office shall be considered as the date on which the mediation proceedings commence.

The IFF Office shall immediately inform the parties of the date on which the mediation commences, and, if decided so, shall fix the time limit by which the parties shall pay their share of advance costs pursuant to article 12 of the present Rules.

**Article 4  Appointment of the mediator**

The mediator is appointed by the parties. He shall have the appropriate competence for the issue concerned.

If the parties do not agree on the appointment of the mediator, the CB appoints without appeal a mediator.
In accepting such appointment, the mediator undertakes to devote sufficient time to the mediation proceedings as will allow these to be conducted expeditiously.

A person that is member in a party that is one part in the dispute, or has been representing the party, or has been advisory in the dispute or is challengeable in any other way is not allowed to be appointed as mediator. Having duly been informed thereof, the parties may however authorize the mediator to continue his mandate, by means of a signed separate or joint declaration.

**Article 5  Representation of parties**

The parties may be represented or assisted in their meetings with the mediator.

If a party is being represented, the other party and the IFF must be informed beforehand as to the identity of such representative.

The representative must have full authority to settle the dispute alone, without consulting the party he is representing.

**Article 6  Conduct of mediation**

The mediation shall be conducted in the manner agreed by the parties. Failing such agreement between the parties, the mediator shall determine the manner in which the mediation will be conducted.

As soon as possible, the mediator shall establish the terms and timetable for submission by each party to the mediator and to the other party of a statement summarizing the dispute, including the following details:

- a brief description of the facts and points of law, including a list of the issues submitted to the mediator with a view to resolution;
- a copy of the mediation agreement.

Each party shall cooperate in good faith with the mediator and shall guarantee him the freedom to perform his mandate to advance the mediation as expeditiously as possible.

The mediator may make any suggestions he deems appropriate in this regard. He may meet with separately with one of the parties, if he deems it necessary to do so.

On request of a party the mediator may interrogate a witness or other person quoted by the party. The mediator may also, when special circumstances are at hand, by own initiative interrogate a witness or other person.

In disputes involving IFF as party in the mediation proceedings, meetings shall be held exclusively in Helsinki (FIN).

The mediator is entitled to engage a secretary to assist with the handling of an issue.
Article 7  Role of the mediator

The mediator shall promote the settlement of the issues in dispute in any manner that he believes to be appropriate. To achieve this, he will:

a. identify the issues in dispute;
   b. facilitate discussion of the issues by the parties;
   c. propose solutions.

However, the mediator may not impose a solution of the dispute on either party.

Article 8  Confidentiality

The mediator, the parties, their representatives and advisers, experts and any other persons present during the meetings between the parties may not disclose to any third party any information given to them during the mediation, unless required by law to do so.

Under their own responsibility, the parties undertake not to compel the mediator to divulge records, reports or other documents, or to testify in regard to the mediation in any arbitral or judicial proceedings.

Any information given by one party may be disclosed by the mediator to the other party only with the consent of the former.

No record of any kind shall be made of the meetings. All the written documents shall be returned to the party providing these upon termination of the mediation, and no copy thereof shall be retained.

The parties shall not rely on, or introduce as evidence in any arbitral or judicial proceedings:

a. views expressed or suggestions made by a party with respect to a possible settlement of the dispute;
   b. admissions made by a party in the course of the mediation proceedings;
   c. documents, notes or other information obtained during the mediation proceedings;
   d. proposals made or views expressed by the mediator; or
   e. the fact that a party had or had not indicated willingness to accept a proposal.

Article 9  Termination

Either party or the mediator may terminate the mediation at any time. The mediation shall be terminated:

a. by the signing of a settlement by the parties;
   b. by a written declaration of the mediator to the effect that further efforts at mediation are no longer worthwhile; or,
   c. by a written declaration of a party or the parties to the effect that the mediation proceedings are terminated.
Article 10  Settlement

If not due to the proportion of an issue or of other special circumstances considered justifiable, a ruling shall be settled by the mediator within three months from reception of the dispute.

The settlement is drawn up by the mediator and signed by the mediator and the parties. It shall contain the following:

- the name of the mediator;
- time and place for the announcement of the ruling;
- the parties and their claims and circumstances they have pleaded in the issue;
- the settlement of the mediator stating the circumstances from which the ruling is based on.

A settlement shall only be given according to the claims of a party and shall be based only on the circumstances pleaded for or other conclusions of the investigation.

Each party shall receive a copy thereof. In the event of any breach, a party may rely on such copy before an arbitral or judicial authority. A copy of the settlement is submitted for inclusion in the records of the IFF Office.

Article 11  Failure to settle

The parties may have recourse to arbitration when a dispute has not been resolved by mediation, provided that an arbitration agreement or clause exists between the parties. The arbitration clause may be included in the mediation agreement.

Article 12  Costs

Each party shall bear its own costs.

The costs for the mediator and the secretary shall be shared equal between the parties. The parties shall, however, be joint and several for these costs.

Costs for evidence or other investigations decided by the mediator shall be shared equal between the parties.

The parties are entitled to agree upon another division of the costs than what is stated above.

The IFF Office may require the parties to deposit an equal amount as an advance towards the costs of the mediation.
Dear Mr. President,

Thank you for your letter on the 9th of February, I hope that your election campaign has been successful.

As you have stated the FFI is a member of the IFF and the AOFC and therefore has to follow the rules and regulations of both organisations. In accordance with the principles of International Sports, the member association has the right to participate in the IFF General Assembly to set the path for the IFF, but then to follow the lead and rules of the same organisation. IFF has a responsibility to secure that all member associations are following these rules. I believe that we need to clarify all the open questions, in order to move forward and to find answers to all open questions.

You state that you have been working in order to develop Floorball in India, but still failed to give concrete examples of what has been made and what has been achieved. In order to settle the concern we have in IFF, you need to answer the questions we have put forward to the FFI.

The FFI has made a proposal for a solution in the problematic situation of the FFI, to which the IFF gives the following answer.

1) IFF is in accordance with its Statutes not in a position to hold the debts of FFI. Each member shall pay its debts to IFF.
2) The most important duty of a member is to pay their membership fee to the head organisation. In the IFF Statutes we have no non-paying members for countries. This would mean that FFI would have to be suspended, which is, and has been, the case for other members, and hence there would be no official Floorball activity in India.
3) IFF has already provided FFI with a Floorball Rink, which the use of we are concerned about and you have not answered the questions about. Before IFF is ready to negotiate about the rink, FFI will have to answer all raised questions.

It is good that FFI are trying to solve their issues, but You have to take into account that you need to fulfil the requirements of the IFF as well. You are saying that you will organise Floorball activities, despite the fact that you have been in-active during the time since the IFF Development Seminar.

You promise to report to IFF quarterly, but we are demanding that you first answer the questions the IFF and AOFC has asked you. There can be no process of moving forward, before these questions have been answered.
In order to continue the process the FFI needs to give an answer to the questions raised by both the IFF and the AOFC.

Our main concern is that we can't see any development of Floorball in India for a long period of time and we need to be ensured that the FFI is in a position to represent the sport. The process of recognition has been ongoing for over six years now. IFF has been approached by a number of individuals stating that there is nothing happening in India.

In order to move forward, we ask the FFI to answer the following questions which are still to be responded to before the 1st of March, 2012. The following are the questions that have been asked of FFI over the last 12 months. The responses received have not addressed the majority of the questions.

The AOFC received on 26th March 2011 a presentation with some basic plan comments but no substantial detail on how the objectives would be achieved. We have still to receive any answers to the questions below:

1) A copy of your organisation's registration and your association statutes - with the relevant government authority in your country
   - with the National Sports body in your country
   - with the Olympic body in your country
2) Details about the National Championship in your country for the last three years
3) Number of clubs/teams in your country
4) Development plan for the next two (2) years to develop the sport in India
5) Use of the IFF rink and the actions to be taken after the loan ended - Where has the rink been used
   - How often is it used
   - Has FFI rented the rink to regional federation
   - Your plans for the rink to support floorball development in India
6) The Action Plan referred to above
7) Copies of meeting minutes for India Floorball Association to support the actions and plans being discussed in India.
   - This includes the Annual General Meeting Minutes and Committee meeting minutes
8) Full details of current office holders in the India Floorball Association and their roles and what sub committees are in place to support development works
9) Your plans to hold National Championships in India
10) Your plans to participate in APAC in the future
11) Your plans to purchase equipment including rinks for India
12) Details of the development work undertaken over the last 2 years including the results of that work
13) In addition we need to have an explanation of the removal of a number of persons and regional organisations from your web site, who has made this decision, what were the reasons for this decision and which part of your statutes gave the possibility for it, where the persons concerned or the regional organisations given a possibility to answer any allegations and informed about the decisions.
In order to continue the discussion of the position of FFI as a member of IFF, you need to be able to clearly show both the IFF and the AOFC that Floorball in India is growing and the rink is important for ongoing development. We have understood that the FFI is not in position to pay your debts nor to pay the new membership fees. We are prepared to discuss that separately when you have given a sufficient answer to the questions still not answered by you.

If the FFI is not in a position to fulfil these statutory obligations, the IFF CB is forced to start the process to look over the membership status of FFI.

Looking forward to your co-operative attitude, I remain

with kindest regards,

John Liljelund
secretary general
International Floorball Federation
Appendix 19

EQUALITY FUNCTION REPORT

April 2012

Central Board Member: Lars-Gunnar Tjärnquist
IFF Equality Officer: Sarah Mitchell

WOMEN’S PARTICIPATION

Several of the smaller Member Associations have shown good efforts in increasing the level of women’s participation and in developing their competitions for women. It is very encouraging to see this growth and it is a very important development towards these smaller countries meeting the proposed IFF Licence System requirements.

**France:**
- Have just held their first ever Women’s Championships.
- The teams included players from many different clubs who combined together into three regional teams.
- The competition ran from February – April and was won by the northern team – Valkyries
- The French Floorball Federation commented:

*Beyond this victory by the northern ladies, the French Floorball Federation is extremely proud of the incredible enthusiasm and spirit that all participants expressed on and off the field. It is yet another evidence of floorball development in France, and the Women Commission is now looking at the expansion of the competition with additional players, teams and matches for next season. 2012-2013 shall also be an important season with the launch of national selection project.*

**Spain:**
- Held their Women’s National Championships in Madrid, 21-22 April.
- Five teams participated and the winner was CUF Leganés and runner-up was UHK Madrid

**Australia:**
- Australian Floorball Open was held 12-15 April. Although this is not a ‘National Championships’ it is, for now, the only annual competition that involves all of the highest level players.
- The Women’s division this year had 8 teams – the most ever.
SEMINAR in Karlstad, Sweden during EFT

There was a meeting held between the participating nations of the Women’s EFT tournament in Karlstad, Sweden to discuss the development of girl’s floorball within each country.

Participants:
Sweden: Mr Emil Persson + one more
Finland: Arja Kilpeläinen, Eeva Welling, Ismo Haaponiemi
Switzerland: Mr Oliver Bachofen
Czech Republic: Mr Martin Musil and Mr Tomas Frank

The purpose of the meeting was to exchange ideas about what initiatives they have put in place and how to increase participation, not only of players, but also of coaches, referees and other officials. Each country was asked to present information about:

- Current situation of girl floorball in own country: quantity, quality etc
- Main tasks in girl floorball, or possible vision/strategy for the issue, how you see the future (domestic and internationally)
- Main challenges in girl floorball (domestic and internationally)
- Ongoing projects for developing girl floorball, if they exist, or do you have any plans how to deal with this issue

IFF has asked to receive a summary of the meeting discussions as well as a copy of the materials presented by each nation.

There were some problems in the communication between the organisers of this meeting and the IFF. Those responsible within the IFF for the Equality Function were only advised of the meeting at the very last minute, however, steps have been taken to improve future communications between each of the representatives from the Top 4 countries and the IFF in regards to their girl participation programs.

The initiative is great and we hope that in the future we will find ways to open the possibility to other nations to receive materials and also to be invited to the meetings. We should use all possible occasions to exchange experience. With the materials that the IFF receives from this meeting, and with further discussions with these nations, we hope to be able to produce some material that could be distributed to the smaller Member Associations to help them develop their own initiatives and participation programs.

RC & EQUALITY MEETING PROGRESS

Further to the combined RC & Equality Function officers meeting in St Gallen, Switzerland last December, there has been some progress made on increasing the number of female referees. Singapore is preparing two new female referee pairs for the next proposal round in August – as outlined in the Referees Committee report.

This is a good step forward, however, there still needs to be more progress, especially in the Top 4 countries, in regards of their female referee numbers.
### Criteria's to define in the Member Associations Audit

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<th>Each One Teach One</th>
<th>Appendix 20</th>
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#### Recognition status
- NSC/NSO/NOC
- Application process
- Yes/No
- Importance for Olympic Path
- Importance for NA
- Importance of Sport
- Int'l Delegate network
- Are you participating
- Participation in International bodies
- System
- Lobbying possibilities
- IOC members (Contacts)

#### Awareness
- Sports National Ranking
- Awareness of General Public
- Generic Name
- Is there a system (Y/N/NDK)
- % heard, % seen, % tried
- Basis (OG/Licences)
- Position of Sport

#### Anti-Doping
- Testing Policy
- Yes/No
- Education
- What is the policy

#### Organisational Structure
- Number of volunteers
- Number of Employees
- Number of Committees
- Annual Meetings
- Statuses/By-laws
- Good Governance
- Need of support
- Organisation structure
- Number of activity
- Vacancies
- Club level organisation
- Function
- Club level FTE/HTE
- Number of volunteers
- Number of Employees
- Number of Committees
- Annual Meetings
- Statuses/By-laws
- Good Governance
- Need of support
- Organisation structure
- Number of activity
- Vacancies
- Club level organisation
- Function
- Club level FTE/HTE

#### Strategic structure
- Mission
- Vision
- Plans of what to achieve
- Mid/Long term
- Decision making process
- Organisation structure
- Number of activity
- Vacancies
- Club level organisation
- Function
- Club level FTE/HTE

#### Financial System
- Bank account
- Auditing
- Debts to IFF/Other Member Associations
- Equity
- Bank number
- Who audits
- If yes how to solve
- Which are your biggest claims in/out

#### Communication
- Responding to IFF
- Forward information to own members
- Use of the IFF Newsletter
- YES/NO
- How is it handled

#### Competition structure
- Series system (National, Regional and Local)
- Competition vs. recreational
- Geographical Reach
- Gender
- Age groups
- Tournaments
- Player licence
- Number of players
- School tournaments
- Number
- What is organised
- Level

#### National Teams
- What teams
- Number of Interational games
- List
- Number
- Home/Away

#### Education
- Coach education and certification
- Referee education and certification
- Development model or plan
- Volunteer requirement
- Lecturers/Organisation
- IFF Pairs
- Action plan written
- Education
- Volunteer bank (Nat/Fed)

#### Participation in International Events
- Development Seminars
- WFC's
- Gender
- Club competitions
- Gender
- Organising events (Major/Minor)
- Gender
- Sports Performance
- Ranking

#### Marketing
- Marketing Strategy
- Social media penetration
- Web page
- TV presence
- Branding
- Number of Spectators
- Sponsorships
- Marketing Strategy
- Sponsor pyramid
- Result measurement

#### Media
- Media penetration
- Internet-TV
- Nat/Reg/Loc
- Any
- TV/social/Press
- Statistics
- LIVE/Demand