

## BY-LAWS

### General Order (Name, description, address, logo and scope)

#### Article 1

The Association will be named "International Association of High Performance Sports Training Centers".

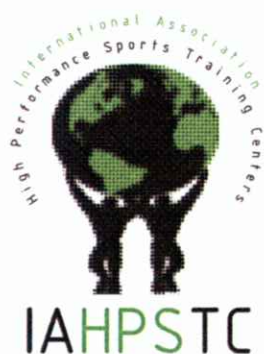
The official abbreviation will be "I.A.H.P.S.T.C."

The International Association of High Performance Sports Centers (I.A.H.P.S.T.C.) is the private and representative body for the group of High Performance Sports Centers legally established in each corresponding world state, where they hold a legal status and have full capacity to work towards the fulfillment of their goals and to defend their rights, in accordance to the prevailing legal sports law.

I.A.H.P.S.T.C. is a non-profit-making ASSOCIATION, with public and social interests, which will be governed by these by-laws, the internal regulation codes which may be approved at the General Assembly and also by the applicable state laws.

I.A.H.P.S.T.C. physically establishes its headquarters in Sant Cugat (Barcelona, Spain): Avenida Alcalde Barnils 3-5, Sant Cugat del Vallés (08193), Spain. The change of company headquarters, as the case may be, must be approved at the General Assembly

I.A.H.P.S.T.C. has its own logo, as shown in the drawing attached to these by-laws, which may not be used for any commercial purpose outside the association.



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## **Competence**

### *Article 2*

The Association will be submitted to the Spanish Regulation Rights , as is on "Ley Orgánica 1/2002, de 22 de marzo, reguladora del Derecho de Asociación"

## **Life**

### *Article 3*

The life of the International Association of High Performance Sports Centers is indefinite.

The social year will run from the 1<sup>st</sup> of January to the 31<sup>st</sup> of December, with the exception of the first year, which will start the very same day the Foundational Letter is received and will finish on the 31<sup>st</sup> of December in that same year.

## **Communication Language**

### *Article 4*

The International communication language at the I.A.H.P.S.T.C. is English.

## **Territorial Domain.**

### *Article 5*

The Association develope its main activity at the International Level.

## **Principles**

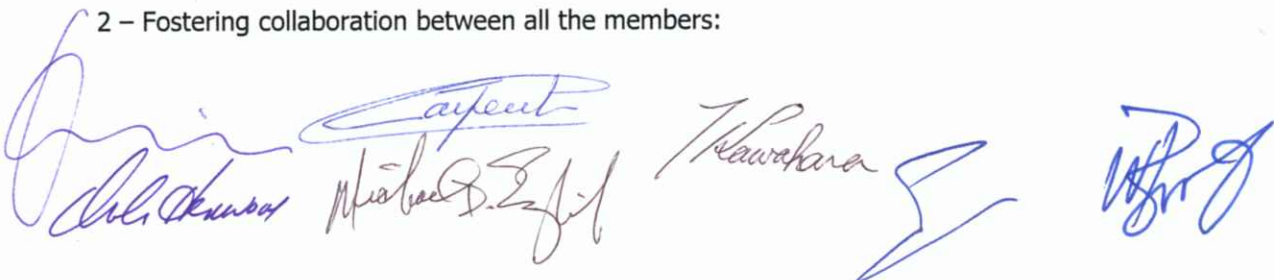
### *Article 6*

The principles of this Association are the following:

- 1 – Respecting the Autonomy of each of the high performance sports centers:

The basic principle of the Association is considered to be the maintenance of the independence, authority and autonomy of each center as being the best guarantee of the development of high level sports in the respective countries.

- 2 – Fostering collaboration between all the members:



Respecting the autonomy of each center, members will collaborate to generate initiatives of benefit to athletes, sport and the wider community.

They will also collaborate with international organizations and associations able to assist in promoting the implementation of the principles and objectives pursued by this Association.

### 3 – Maintaining an Ethical Approach:

Protection of the rights of high performance athletes by the HPSTCs is essential. Specifically this should focus on their right to train and compete in a fair, ethical, healthy and safe environment.

### 4 – Enhancing Staff Development:

HPSTCs are committed to adding value to the training and development of their staff by providing opportunities for staff exchanges

### 5 – Sharing Information and Knowledge:

As far as possible, the HPSTCs will share and exchange knowledge and experiences in relation to high performance sport. They will also make information available about their center through the website forum to enable facilities and services to be promoted to athletes and coaches across the world.

### 6 – Identifying Best Practices:

Identifying and sharing best practices is an essential element in the development of learning.

The HPSTCs will develop concepts of best practices through sharing experience and knowledge in operation and management.

### 7 - Supporting the International Forum on Elite Sport:

The HPSTCs will support the organization of a biennial International Forum on Elite Sport as a means of sharing and developing information and understanding of high performance sport.

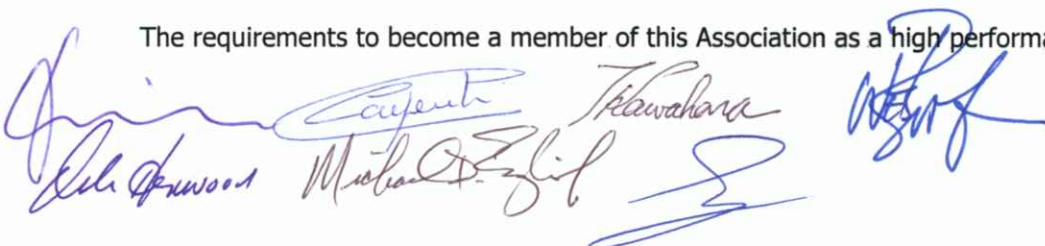
## **Chapter 1. About members, their rights and obligations**

### **Membership Terms (acquisition and loss)**

#### *Article 7*

The International Association of High Performance Sports Training Centers will be composed of those high performance sports centers which have voluntarily joined the Association.

The requirements to become a member of this Association as a high performance sports centers are:

A collection of handwritten signatures in blue ink, including names like 'Cajuste', 'Takahara', and 'Michael Engel', along with other illegible signatures.

- a) To carry out its activity focused on elite sport.
- b) To be officially recognized by their respective national government and/or Olympic Committee.
- c) To be able to provide technical and scientific support services to high performance athletes and coaches.
- d) To be willing to swap staff personnel with other high performance sports centers to exchange ideas and work methods.
- e) Those high performance sports centers who would like to join this Association will have to write a request letter to the President of the Association, at least two months before the General Assembly.
- f) Paying the yearly fee.

Membership can only be granted by the General Assembly.

The high performance sports centers will be represented in the internal organization of the Association by their directors or persons legally appointed by them.

### **Fee**

An annual membership fee will be established by the General Assembly.

### **Loss of membership**

Member high performance sports centers will lose their membership for the following reasons:

- a) Resignation. It will have to be submitted in written to the President.
- b) Termination of the Association. To take place in accordance to the legal procedure.
- c) Any other statutory or legal way established.
- d) Not paying the yearly fee.

### **Member's rights and obligations**

#### *Article 8*

The rights of the members of the Association are:

1. To attend, actively participate and vote at the General Assembly meetings.

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2. To elect or be elected as representatives or hold executive offices.
3. To participate in the management, services and activities of the Association, in accordance with the statutory law.
4. To present to the Assembly and to the Board of Directors all the facts that may contribute to improve the Association and to more effectively realize the Principles of the Association.
5. To seek and obtain explanation about the administration and management from the Board of Directors.
6. To be heard before any disciplinary steps being taken.
7. To receive information about the activities of the Association.
8. To take part in the working groups.
9. To possess a copy of these by-laws.
10. To check the record books of the Association.
11. To attend the International Forum on Elite Sport without paying the registration fee (up to a maximum of two)

#### *Article 9*

The obligations of the members of this Association are:

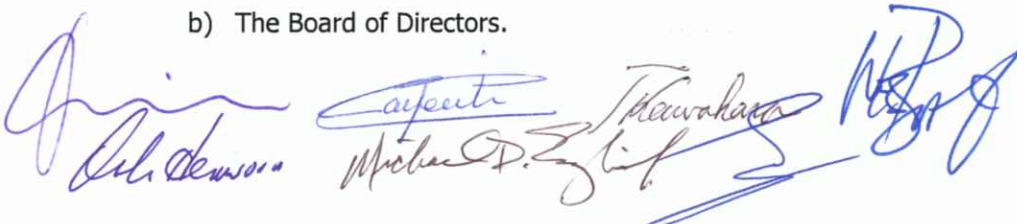
1. To get involved with the principles of the Association and to actively participate in order to achieve them.
2. To contribute in the support of the Association by means of paying the yearly fees and other economical contributions approved at the assembly, 60 days before the General Assembly.
3. To fulfill the rest of the obligations that has been established in these by-laws.

#### **Chapter II. Official Bodies and representation entities**

#### *Article 10*

The **Official Bodies** and representation entities of the Association are:

- a) The General/Extraordinary Assembly.
- b) The Board of Directors.



Handwritten signatures of the Board of Directors, including names like 'Luis Demunoz', 'Carpenter', 'Michael P. English', and 'Thawakara'.

c) The President.

## **General Assembly**

### *Article 11*

The GENERAL ASSEMBLY is the major official body entity of the Association, which is composed of all the representatives of the high performance sports centers, officially named.

Each of the members of the General Assembly will have one vote. Only those members who are present and up to date in terms of fee payments will be able to vote.

The agreement taken at the Assembly will be approved by simple majority of the present members, with the exception when these By-Laws establish that another type of majority is needed.

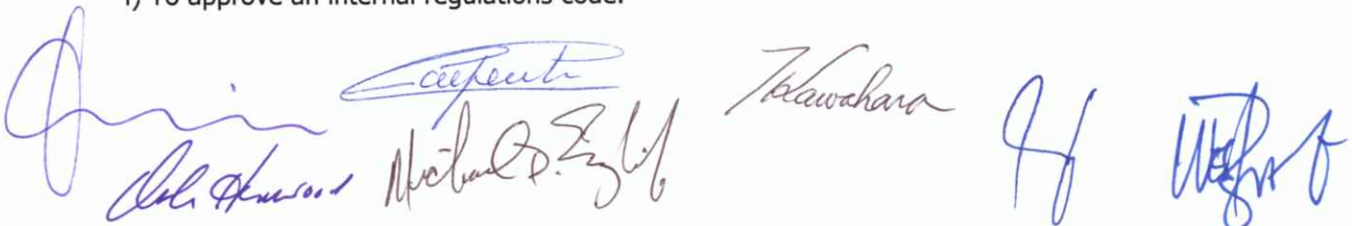
### *Article 12*

The General Assembly, which will take place every year, will be legally constituted within the first 6 months following the end of the previous year.

### *Article 13*

The rolls of the General Assembly are the following:

- a) To modify the by-laws.
- b) To approve or ratify the annual program, activity report and the management presented by the Board of Directors
- c) To resolve the proposals that the Board of Directors agrees to submit to the Assembly.
- d) To elect the members of the Board of Directors and guide their activity, every 2 years during de FORUM.
- e) To approve or ratify the balance sheet, financial statement and the annual budget presented by the Board of Directors
- f) To approve the amount of the yearly fee and the extraordinary contributions.
- g) To resolve the termination of the Association.
- h) To join other associations of organizations or to terminate relations with them.
- i) To approve an internal regulations code.



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j) To resolve about matters not directly assigned to any other entity within the Association. The rolls listed in this article have an explanatory porpouse, and do not limit the ones to be held by the General Assembly.

#### *Article 14*

The Assembly meetings will be called by means of a personal letter directed to each member, with a minimum of 60 calendar days in advance of the General Assembly.

The letter will indicate the place, day and hour of the meeting, as well as the meeting's agenda.

### **The Board of Directors**

#### *Article 15*

The Board of Directors is the management and administration entity of the Association, and with executive powers to enforce the agreements reached at the General Assembly.

The Board of Directors consists of a President, a General Secretary, a Treasurer and five Continental Vice-Presidents , plus three additional exofficio non voting members, the host secretariat representative , the previous Forum representative and the next Forum representative.

The post of President will rotate from continent to continent.

Additional members could be added, whenever there were no 5 continent representative to complete the 11 board members.

The election of the members for the Board of Directors, which must be members of the Association, will be put to vote at the General Assembly. The people elected will start their duties after the approval of their post.

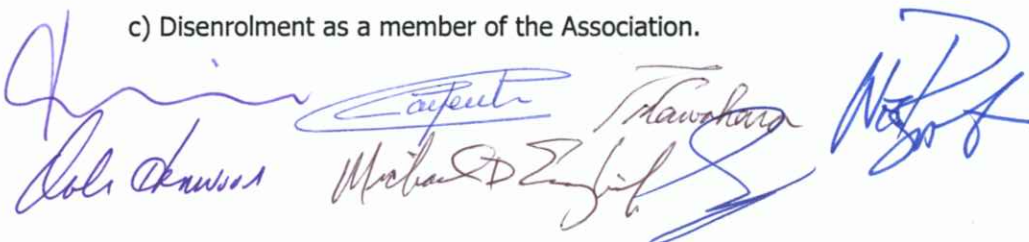
The members of the Board of Directors cannot hold any paid position within the Association.

#### *Article 16*

The members of the Board of Directors can hold their post up to a maxim of 6 years, approximately equivalent to three International Forum on Elite Sport taking place.

The dismissal from a post before the end of the statutory period can be caused by:

- a) Voluntary resignation, presented in written form with a list of motives.
- b) Illness, which poses a handicap to fulfill the post.
- c) Disenrolment as a member of the Association.



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d) Being relieved of the post of representative of their center.

The vacant posts that exist in the Board of Directors must be filled in the following first General Assembly meeting which takes place. During this period, the Board must appoint a member of the Association, who can temporarily hold the vacant post.

*Article 17*

The Board of Directors has the following rolls :

a) To represent, lead and manage the Association, as well as to carry out the agreements taken by the General Assembly.

b) To propose to the General Assembly the amount of the ordinary and extraordinary fees.

c) To call the General Assembly meetings.

d) To approve the annual program, activity report and the management to be ratify by the General Assembly

e) To approve the balance sheet, financial statement and the annual budget to be ratify by the General Assembly

f) To hire employees for the Association.

g) To monitor the annual budget.

h) To create working groups to efficiently achieve the Principles of the Association, and also to authorize the actions that the working groups may want to undertake.

i) To carry out the necessary tasks in relation to civil services offices, other organizations and individuals, in order to achieve:

- subsidies or other aid.

- the use of premises or buildings.

j) To open current and savings accounts in any credit savings institution, and to use the funds deposited in those accounts.

k) To temporarily resolve any situation which the by-laws have not anticipated, and to report on this at the first General Assembly.

l) Authority to avail of the revenue obtained and to agree the transfer of entries by means of an agreement recorded in the minutes.



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m) Any other competence which is not explicitly assigned to another governing entity within the Association, or competences which have been delegated to the Board of Directors directly.

#### *Article 18*

The Board of Directors will meet in ordinary session once a year.

#### *Article 19*

The Board of Directors will be officially constituted if it has been called sufficiently in advance and there is a quorum of half plus one of its members.

The members of the Board of Directors must attend all meetings which take place, and can only be absent if there are justifying causes. The attendance of the President or the Secretary, or their acting substitutes, is mandatory.

The Board of Directors will approve agreements by simple majority of those present.

#### *Article 20*

The agreements taken in the Board of Directors must be written down in the minute book, and must be signed by the President and the Secretary. At the start of every Board meeting, the minutes of the previous meeting must be read and approved.

### **Chapter III. The President and the Vice-Presidents**

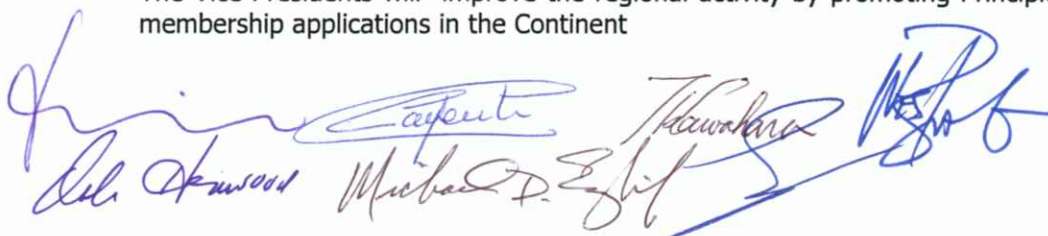
#### *Article 21*

The duties of the President are the following:

- a) To lead and represent legally the Association, by means of delegation by the General Assembly and/or the Board of Directors.
- b) To call the Assemblies and the meetings of the Board of Directors
- c) To chair and direct the debates, both in the General Assembly and the Board of Directors.
- d) To cast the deciding vote in the case of a tied vote.
- e) To sign the minutes and the certificates drafted by the secretary of the Association.

One of the Vice-Presidents will be acting President in case of absence or illness of the President.

The Vice-Presidents will improve the regional activity by promoting Principles of the Association and membership applications in the Continent



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## **Chapter IV. The economic system**

### *Article 22*

This Association is subject to the budget and equity system, with the limitations corresponding to it by law.

### *Article 23*

The Association obtains funding from:

- a) The yearly fees set by the General Assembly, and paid by each member.
- b) Public or private grants
- c) Donations, inheritance or legacies.
- d) Any other revenue that is legally authorized.

### *Article 24*

All members of the Association must support the Association economically, by means of fees, in the form and proportion set by the General Assembly and as proposed by the Board of Directors.

### *Article 25*

The financial year coincides with the calendar year, and ends on December 31st.

## **Chapter V. Jurisdiction**

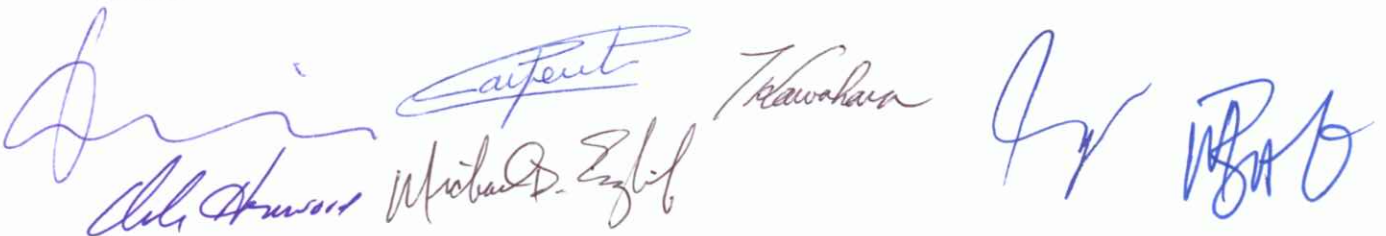
### *Article 26*

All controversies and discrepancies connected with the goals pursued in these by-laws, excluding ordinary courts, will be subject to the International Sport Arbitration Court.

## **Chapter VI. Termination**

### *Article 27*

The Association can be terminated if so agreed by the General Assembly, which must be called extraordinarily and expressly for this purpose, appear in the agenda and two-thirds of the members attend.



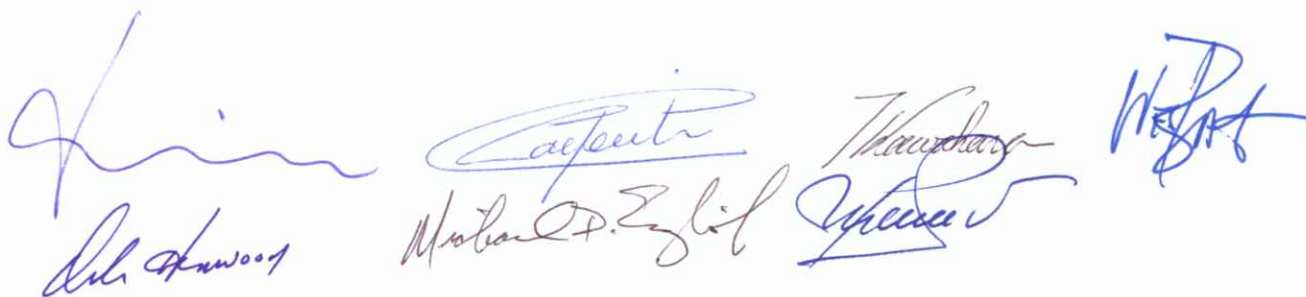
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The General Assembly is empowered to elect a Termination Committee and apply the necessary rules as follows:

- a) Once the termination is approved, the General Assembly must take the required steps towards the final destination of funds and rights of the Association, as well as the finality, finalization and liquidation of any pending operation.
- b) If any funds remain , they will be donated to a non profit organisation in the territorial domain of the Association.

The members of the Association are not personally liable. Their liability is limited to carrying out the obligations that they voluntarily agree on.

Sant Cugat del Vallès, April 11<sup>th</sup>, 2008.



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