



NIGERIA PROFESSIONAL FOOTBALL LEAGUE (NPFL)

FRAME WORK AND RULES



2016/2017 SEASON



FOR THE GOOD OF THE GAME...

Football will always be a passion etched deep in our hearts. It unites us as a nation, galvanises us as a people and gives us a sense of pride and adds pith to our voices when the comity of nations gathers. For the good of the game, the Nigeria Professional Football League (NPFL) will continue to provide a platform on which this national pastime continues to excel.

Indeed the role of the League Management Company (LMC), in managing the NPFL is to provide a national membership organisational structure for professional football through which the LMC can facilitate financial success, stability and development of professional football clubs, administer and regulate the professional game and promote the values and contribution of the professional game to our national life.

In fulfilling this role, the LMC will continue to:

1. Represent the interest of its members including the participating clubs;
2. Maximize the income generated collectively to support a healthy and sustainable level of professional football throughout the country;
3. Regulate and administer the game to protect the reputation, credibility and image of professional football;
4. Promote an understanding of the sporting and business needs of its members;
5. Provide leadership in delivering new initiatives and responding to external changes which affect the future direction of professional football;
6. Represent the NPFL on developments in football, sports generally and other issues which have a potential impact on the professional game;
7. Enhance and promote the place of football in our national heritage and culture, and in pursuit of sporting, economic and civic values.

The LMC is absolutely committed to run the NPFL to the highest possible standards and with integrity. In achieving this, we will ensure that our participating clubs;

- i) Behave with the utmost good faith and honesty to each other, do not unjustly criticise or disparage one another and maintain confidences;
- ii) Will comply with the Laws of the Game and follow the NPFL and NFF Rules not only to the letter but also in their spirit, and will ensure that our clubs and officials are fully aware of such rules and that we have effective procedures to implement the same;
- iii) Will respect the contractual obligations and responsibilities of each other's employees and not seek to breach these or to make illegal approaches;
- iv) Will discharge their financial responsibilities and obligations to each other promptly and fully and not seek to avoid them;
- v) Will seek to resolve differences between each other without recourse to Law;

We are further committed to a process of continuous improvement through setting attainable standards which we will monitor and review. We will be fair and just at all times in the application of this Rule Book, both in letter and in their full intendment. We, thus expect all persons involved with the NPFL to comply with this Rule Book and explore only football administration internal mechanism to resolve conflicts in their application.

We avow that these Rules are objective, realistic and fair in their entirety. They have been conceived for the good of the game. They shall, therefore, be preserved, protected and applied with the highest sense of integrity.



SHEHU DIKKO

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FRAMEWORK FOR THE NIGERIA PROFESSIONAL FOOTBALL LEAGUE
(THE RULES)

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DEFINITIONS AND INTERPRETATION

In these Rules:

“Agent” or “Intermediary” means any Person who represents, negotiates on behalf of or otherwise acts for a Club or a Player (other than a solicitor giving professional legal advice only) in the context of either the registration or transfer of the registration of a Player or the employment of a Player by a Club;

“Amateur Player” means any player who is registered to play or intends to be registered to play for a Club and who is registered with the Nigerian Football Association as an amateur in accordance with the FIFA Regulations for the Status and Transfer of Players;

“Appeal Committee” means the body having appellate jurisdiction under these Rules appointed by the NFF;

“Articles” means the Articles of Association of the LMC and reference to a number following the word „Article“ is a reference to an article so numbered in the Articles;

“Artificial Surface” means any playing surface which is not or not intended to be predominantly natural grass;

“Associate” means in relation to an individual any other individual who is:

- (a) the spouse or civil partner of that individual; or
- (b) a relative of the individual or of his spouse or civil partner; or
- (c) the spouse or civil partner of a relative of the individual or of their spouse or civil partner;

“Auditors” mean registered auditors appointed by a Club to audit its accounts who have not been disqualified by the Board under the provisions of Rule 10.11 of Section B;

“Authorised Signatory” means an Official of a Club duly authorised by a resolution of its board of directors to sign Forms as required by these Rules whose particulars shall have first been submitted to the Secretary;

“Bankruptcy Order” means an order adjudging an individual bankrupt;

“Board” means the Board of Directors for the time being of the LMC; any reference to the Board in these rules is a reference to the LMC.

“Broadcaster” means a Person with whom the LMC has entered into a Broadcasting Contract and who is entitled to effect the Transmission of League Matches in accordance with the terms of that Contract;

“Broadcasting Contract Money” means money received by the LMC under any Broadcasting Contract;

“CAF” means Confederation Africaine de Football or Confederation of African Football; the continental governing body for Association Football in Africa, founded on February 8, 1957, with its headquarters in Cairo, Egypt.

“CAF Club Competition” means the club competitions organised by CAF;

“Chairman” means the chairman for the time being of the Board;

“Chief Executive” means the chief executive for the time being of the LMC;

“Clear Days” in relation to the period of a notice means that period excluding the day when the notice is given or deemed to be given and the day for which it is given or on which it is to take effect;

“Close Season” means the period between the end of one Season and the commencement of the next;

“Club” means an association football club in membership of the NPFL and:

(a) any club which is entitled to be promoted from the Lower League to the NPFL;

“Club Shirt Sponsor Contract” means any contract between any Club and any Person (not being the manufacturer, producer or distributor of that Club’s Strip) providing for the exhibition upon that Club’s Strip of the agreed prime brand of that Person;

“Commercial Contract” means any contract entered into by the LMC relating to sponsorship or like transactions or other matters materially affecting the commercial interests of Clubs other than a Broadcasting Contract, or a Title Sponsorship Contract;

“Commercial Contract Money” means money received by the LMC under any Commercial Contract;

“Company Secretary” means the person whose particulars are registered or registerable as the secretary of the LMC, and shall include any joint, assistant or deputy secretary;

“Compensation Fee” means any sum of money or other consideration (exclusive of Value Added Tax) payable by a Transferee Club to a Transferor Club upon the permanent transfer of the registration of a Contract Player or in respect of an Out of Contract Player;

“Competition” shall mean the Nigeria Professional Football League:

“Conditional Contract” means a playing contract between a Club and a Player which is determinable by the Player at any time;

“Contract Player” means any player (other than an Academy Player) who has entered into a written contract of employment with a Club;

“Control” means the power of a Person to exercise, or to be able to exercise or acquire, direct or indirect control over the policies, affairs and/or management of a Club, whether that power is constituted by rights or contracts (either separately or in combination) and having regard to the considerations of fact or law involved, and, without prejudice to the generality of the foregoing, Control shall be deemed to include:

- a) the power (whether directly or indirectly and whether by the ownership of the share capital, by the possession of voting power, by contract or otherwise) to appoint and/or remove all or such of the members of the board of directors of the Club as are able to cast a majority of the votes capable of being cast by the members of that board; and/or
- b) the holding and/or possession of the beneficial interest in, and/or the ability to exercise the voting rights applicable to, shares or other securities in the Club (whether directly, indirectly (by means of holding such interests in one or more other persons) or by contract) which confer in aggregate on the holder(s) thereof 51 per cent or more of the total voting rights exercisable at general meetings of the Club;

for the purposes of the above, any rights or powers of a Nominee for any Person or of an Associate of any Person shall be attributed to that Person;

“Director” means any person occupying the position of director of a Club whose particulars are registered or registerable under the provisions of the Companies and Allied Matters Act 2004 and includes a shadow director, that is to say, a person in accordance with whose directions or instructions the directors of the Club are accustomed to act, or a Person having Control over the Club, or a Person exercising the powers that are usually associated with the powers of a director of a company;

“Extranet” means the secure online area maintained by the LMC for the purpose of the communication of information between it and the Clubs;

“Events of Insolvency” means the events set out in Rules 6.1.11.1 to 6.1.11.6;

“Fans” or “Supporters” shall mean the general followers of a football club, whether registered or not.

“FIFA” means the Federation Internationale de Football Association or international Federation of Association Football, the world football governing body, founded in May 21, 1904, with its headquarters in Zurich, Switzerland.

“Football Matters” shall include decisions/actions of the referee on the pitch, decisions/actions of LMC or any of its Committees, and decisions of NFF or any of its Committees.

“Force Majeure” shall include but not limited to act of God, act of war, revolution, fire, flood, earthquake or other natural disaster, blockade, embargo, major strike or any cause which by exercise of reasonable care and diligence, the clubs, teams, match officials, are unable to prevent.

“Form” means the appropriate form or substantially the same form as that prescribed in these Rules;

“General Meeting” means any meeting of the members of the League duly called in accordance with the provisions of Clause 30 of the Code of Governance;

“Group” has the meaning set out in the Companies and Allied Matters Act;

“Group Accounts” mean accounts that a Club is required to prepare, or which its Parent Undertaking is required to deliver as required by the provisions of the Companies and Allied Matters Act;

“Head to Head” means in the case of a tie in any season, the result of the matches between the teams concerned as determined by the Board as follows:

- i. the greatest number of points obtained in the league matches between the teams concerned;
- ii. the goals difference resulting from the matches between the teams concerned;
- iii. the greatest number of goals scored in all the league matches between the teams concerned.

“Holding” means the holding and/or possession of the beneficial interest in, and/or the ability to exercise the voting rights applicable to, shares or other securities in the Club (whether directly, indirectly (by means of holding such interests in one or more other persons) or by contract) which confer any voting rights exercisable at general meetings of the Club;

for the purposes of the above, any rights or powers of a nominee for any Person shall be attributed to that Person, that is to say any rights or powers which another Person possesses on his behalf or may be required to exercise at his direction or on his behalf shall be attributed to that Person;

“Home Club” means the Club on whose ground a League Match is or was or should be or should have been played or, where the Clubs participating in that League Match share a ground, the Club whose name first appears in respect of that League Match on the League’s fixture list;

“Image Contract” means any contract whereby a Player transfers to any Person („the transferee“) the right to exploit his image or reputation either in relation to football or non-footballing activities;

“Image Contract Payment” means any payment made or liability incurred by or on behalf of a Club to a transferee in order to acquire that right;

“International Transfer” means the transfer of the registration of a player to a Club in respect of which an international registration transfer certificate is required under the provisions of the FIFA Regulations for the Status and Transfer of Players;

“League” means the Nigeria Professional Football League;

“League Champions” has the meaning set out in Rule 3.8 of Section A;

“League Match” means a match played under the jurisdiction of the LMC;

“LMC” means the League Management Company Limited; the Body licensed to manage and administer the premier professional football league (also known as the „Nigerian Professional Football League“) in Nigeria;

“LMC Office” means the registered office or any office location for the time being of the League Management Company Limited;

“Loan Fee” means any sum of money (exclusive of Value Added Tax) payable by a Transferee Club to a Transferor Club upon a Temporary Transfer;

“Manager”, “Coach” or “Technical Adviser” means the Official of a Club responsible for selecting the Club’s first team;

“Match Officials” means referees and assistant referees and includes reserve officials and fourth officials;

“Material Transactions” has the meaning set out in Rule 10 on Directors Reports of Section B;

“Memorandum” means the Memorandum of Association of the LMC;

“National Teams” shall include the Super Eagles, the U-23 Olympic Team, the U-20 Flying Eagles, the U-17 Golden Eaglets, the U-14 Team and any other National Teams that the NFF may constitute from time to time.

“New Registration” means the Registration of a Player at a time when no other Club holds his registration either because no previous application to register the Player has been made or because a previous registration has been cancelled or has terminated or has expired;

“NFA” or “NFF” means Nigeria Football Association or Nigeria Football Federation respectively, both names being of inter-changeable usage; an affiliate football federation of CAF and FIFA and the supreme football governing body in Nigeria;

“Nominee” means in connection to any Person another Person who possesses rights or powers on his behalf, or which he may be required to exercise at his discretion;

“NPFL” means the Nigeria Professional Football League; a Nigeria Football Association competition organized and administered under licence by LMC.

“Official” means any director, secretary, servant or representative of a Club, excluding any Player, Agent or Auditors;

“Out of Contract Player” means a Contract Player whose contract of employment with a Club has expired;

“Person” includes any legal entity, firm or unincorporated association;

“Player” means any Contract Player, Out of Contract Player, Amateur Player or Academy Player who is registered to play for a Club;

“Player’s Image” means the Player’s name, nickname, fame, image, signature, voice and film and photographic portrayal, virtual and/or electronic portrayal image or representation, reputation, replica and all other characteristics of the Player including his shirt number;

“Promoted Club” means a Club which became a member of the League at the end of the previous Season;

“Relegated Club” means a Club which was relegated at the end of the previous Season;

“Representation Contract” means an agreement to which a Club and an Agent are party and pursuant to which the Agent acts for the Club or a Player in the context of either the registration or transfer of the registration of a Player or the employment of a Player by a Club;

“Respondent” means the person against whom a complaint or an appeal is brought;

“Retired Player” means a Player who has stopped playing competitive football;

“Scout” means any person employed or engaged by a Club (whether on a fulltime or part-time basis and whether or not he is remunerated in any way for his services) whose duties include identifying to his Club players whose registration his Club may wish to secure;

“Season” means the period commencing on the date of the first League Match on the fixture list of the League’s first team competition and ending on the date of the last;

“Secretary” means the secretary of the LMC and shall include the Company Secretary;

“Section” means a Section of these Rules;

“Shares” include securities;

“Significant Interest” means the holding and/or possession of the legal or beneficial interest in, and/or the ability to exercise the voting rights applicable to, shares or other securities in the Club which confer in aggregate on the holder(s) thereof thirty (30) per cent or more of the total voting rights exercisable in respect of the Shares of any class of Shares of the Club. All or part of any such interest may be held directly or indirectly or by contract, and any rights or powers held by an Associate or Nominee shall be included for the purposes of determining whether an interest or interests amounts to a “Significant Interest”;

“Squad List” means the list of up to a maximum of 35 Players eligible to participate in League Matches during a Season;

“Strip” means Players’ shirts, shorts and stockings;

“Supporters Club” shall mean such club supporters as are duly registered by the NPFL, through the State Football Association, donning distinguishable outfits at club games.

“Temporary Transfer” has the meaning set out in Rule 9.66 of Section B;

“these Rules” means the rules for the time being of the League and a number following a reference to a rule identifies the Section in which it is comprised and its number within that Section;

“Third Party Payment” means any payment made or liability incurred (other than Compensation Fees, remuneration or payments to or for the benefit of Agents) by or on behalf of a Club in respect of a Player, including an Image Contract Payment;

“Title Sponsor” means the Person granted the right to have its agreed brand identity associated with the name of the LMC’s first team competition;

“Title Sponsorship Contract” means any contract entered into between the League and a Title Sponsor;

“Title Sponsorship Money” means money received by the League under any Title Sponsorship Contract;

“Transfer” means the movement of a Contract Player from one Club to another through the Domestic Transfer Matching System (DTMS) or in such form and manner as may operate in the League from time to time.

“Transfer Agreement” means an agreement between a Transferor Club and a Transferee Club for the permanent transfer of the registration of a Contract Player;

“Transfer Windows” has the meaning set out in Rule 9.62 of Section B;

“Transferee Club” means a Club to which the registration of a Contract Player is, or is to be or has been transferred (including on the basis of a Temporary Transfer) or which, in the case of an Out of Contract Player, effects his New Registration;

“Transferor Club” means a Club from which the registration of a Contract Player is, or is to be or has been transferred (including on the basis of a Temporary Transfer) or which, in the case of an Out of Contract Player, holds his registration;

“Transmission” means any terrestrial or satellite broadcast of television or other moving pictures with or without sound or transmission by cable of moving pictures with or without sound or inclusion of moving pictures with or without sound in a cable programme service and/or on the Internet and/or relay of moving pictures with or without sound whether to an open or closed user group by any means now existing or hereafter invented not consisting solely of the storage and distribution of recorded pictures with or without sound in tangible form whether the said transmission is on a live or recorded basis in whole or as excerpts;

“Visiting Club” means the Club playing, which has played, which should play or which should have played a League Match on the ground of a Home Club or, where the Clubs participating in that League Match share a ground, the Club whose name last appears in respect of that League Match on the League’s fixture list;

“WAFU” means West African Football Union;

“WAFU Club Competition” means the club competitions organised by WAFU;

“Week by Week Contract” means a playing contract between a Club and a Player which is determinable by either party on 7 days’ written notice;

“Working Day” means any day on which the League office is open for normal business but excluding, unless the Board determines otherwise, a Saturday, a Sunday or a Public Holiday;

References to “written” or “in writing” shall be construed to include:

- a) hard copy;
- b) facsimile transmission;
- c) subject to any guidance issued by the Board, email (including any attachment to an email);

but shall not include any form of electronic communication other than those listed in Rules (b) to (c) above. Where a communication is sent by email, the burden of proof of receipt shall be on the sender;

Unless the context otherwise requires:

- words importing the singular number shall include the plural and vice versa; and
- words importing any particular gender shall include all other genders.

References to statutory provisions shall be construed as references to those provisions as they may be amended or re-enacted.

The headings in these Rules are for convenience only and shall not affect their interpretation.

Unless otherwise stated, the provisions of the Articles and the Code of Governance shall prevail in the event of any conflict with these Rules.

Where a Club is required to submit a Form to the Secretary pursuant to these Rules, the Board may instead require that the information to be provided in the Form is submitted via the Extranet in such manner as it may determine.



SECTION A:

The Administrative Structure of the League

1. Name and Membership

- 1.1. The LMC's first team competition shall be called THE NIGERIA PROFESSIONAL FOOTBALL LEAGUE, which may be adapted or added to the name of the title sponsor.
- 1.2. The competition shall consist of those Association football clubs competing in Nigeria not exceeding 20 (twenty) in number which are from time to time members of the LMC.
- 1.3. Each member shall on request furnish to the LMC the address of its registered office and provide certified true copies of any requested certified true original of incorporations documents which shall include but not limited to:
 - 1.3.1. Certificate of Incorporation
 - 1.3.2. Memorandum of Association
 - 1.3.3. Articles of Association
 - 1.3.4. CAC Form furnishing Particulars of Directors (Form CAC 7 or C07)
 - 1.3.5. Return of Allotment Form (Form CAC 2 or C02)
 - 1.3.6. Particulars of Company Secretary (CAC 2.1)
 - 1.3.7. Any amendment to the above documents
 - 1.3.8. Any other document to indicate the corporate status of the Club.
- 1.4. The League shall be managed and operated by the LMC which is a private Limited Liability Company governed by the Companies and Allied Matters Act, 2004.
- 1.5. There shall be a marketable brand with adequate activities and a format for not more than 20 (twenty) teams in the competition to keep it active and

attractive enough for Sponsorship activities and considerations of commercial viability.

- 1.6. The ownership structure of the LMC shall be in accordance with its Memorandum and Articles of Association as may be amended from time to time.
- 1.7. At the end of each season, if a team is relegated, such a team is expected to transfer its ordinary share in the LMC to such promoted club as the Board directs.
- 1.8. Upon such share transfer being registered in accordance with the Articles of the LMC, each of the promoted clubs will become a member of the LMC.
- 1.9. The Executive Management team of the LMC as shall be constituted from time to time shall run the day to day affairs of the League.

2. League Structure

The League shall have a format for not more than 20 (twenty) teams and the League shall be as follows:

- 2.1. Each Club shall register 2 (two) Coaches, 1 (one) Team Manager, 1 (one) Media Officer, medical officer and a minimum of 22 (twenty two) players and a maximum of 35 (thirty five) players for its first team and such other officials as may be directed by Club Licensing Regulations or LMC.
- 2.2. All clubs participating in the League are however allowed a maximum of 5 (five) other players not more than 18 years in age, who must have been in the Club's youth team for not less than 6 months, who may feature in full games and shall be given squad numbers between number 35 and 40.
- 2.3. Subject to the provisions in respect of Transfer Windows, any change to the squad list may only be made to fill vacant slots or to replace players who have been duly transferred to other clubs or whose contracts have been validly terminated; provided that any member of the allowable maximum of 5 (five) youth team players may be registered or replaced at any time of the season

- 2.4. There shall be relegation from the League to the Nigeria National League the second tier of club football in Nigeria.
- 2.5. There shall be promotion to the League from the Nigeria National League - the second tier of club football in Nigeria.
- 2.6. Each club shall be scored 3 (three) points for a win and 1 (one) point for a draw on the League Table.
- 2.7. Match days shall be Fridays, Saturdays, Sundays, and Mondays, Public Holidays and Festive periods and any other day that the LMC may decide from time to time.
- 2.8. There shall be a break or off-season period of a minimum of four weeks between the end of a League Season and the commencement of another League season provided that the LMC may amend the fixtures from time to time.
- 2.9. Overall winners shall be determined by Points, Goal difference, Goals scored and goals conceded before head to head results.
- 2.10. Upon relegation of the last four teams on the League Table at the end of each season, the first four teams from the lower league will be promoted to the League.
- 2.11. Teams shall participate in all other State, National and International competitions like the Federations Cup, CAF Championship League, and other competitions organized or recognized and as determined by the LMC or the NFA.
- 2.12. The two (2) top clubs in the League at the end of the season shall represent Nigeria in the CAF Champions League, while the 3rd placed club shall represent the country in the CAF Confederations Cup competitions respectively. Subject to NFF approval, the 4th and 5th placed Club may represent the country in WAFU competition.
- 2.13. Teams shall be encouraged to own their own Stadiums.

3. The Competition

- 3.1. Each Club shall play 2 League Matches against every other Club in the League each Season; being the Home Club in respect of one such League Match and the Visiting Club in respect of the other.
- 3.2. The winner of a League Match shall score three points. Each Club participating in a League Match which is drawn shall score one point and a team that loses a match scores no point.
- 3.3. The results of League Matches shall be recorded by the Secretary in a League Table containing in respect of each Club the following information:
 - 3.3.1. the number of League Matches played in that Season;
 - 3.3.2. the number of League Matches won, drawn and lost as a Home Club in that Season;
 - 3.3.3. the number of League Matches won, drawn and lost as a Visiting Club in that Season;
 - 3.3.4. the number of goals scored in League Matches by and against that Club in that Season;
 - 3.3.5. the number of points scored in that Season.
- 3.4. The position of Clubs in the table shall be determined by the number of points scored in that Season, the Club having scored the highest number of points being at the top of the table and the Club having scored the lowest number of points being at the bottom.
- 3.5. If any 2 (two) or more Clubs have scored the same number of points their position in the table shall be determined on goal difference, that is to say, the difference between the total number of goals scored by and against a Club in League Matches in that Season, and the higher or highest placed Club shall be the Club with the higher or highest goal difference.
- 3.6. If any 2 (two) or more Clubs have scored the same number of points and have the same goal difference the higher or highest placed Club shall be the Club having scored the most goals in League Matches in that Season.

3.7. If any 2 or more Clubs have scored the same number of points, have the same goal difference and have scored the same number of goals in League Matches in that Season, the higher or highest placed Club shall be the Club with the higher or highest number of points, goal difference, goals scored in League Matches involving the concerned teams in that Season (i.e. the head-to-head rule), provided that where the concerned teams are still tied thereafter, they shall be deemed to occupy the same position in the table subject to the rule regarding playoffs in rule A4.

3.8. The Club which is at the top of the table at the end of the Season shall be the League Champions.

4. Playoffs

4.1. If at the end of the Season either the League Champions or the Clubs to be relegated or the question of qualification for other competitions cannot be determined because 2(two) or more Clubs are equal on points, goal difference and goals scored, and are at par in the head-to-head rule, the Clubs concerned shall play off one or more deciding League Matches, the format, timing and venue of which shall be determined by the Board.

4.2. In determining the League Champion, where two (2) or more clubs have the same points and goal difference and are at par in the head-to-head rule and the play-off game produces no winner after 90 minutes, there shall be thirty (30) minutes of extra time, and subsequently penalties, if the need arises, to determine the winner of the league.

5. Clubs

5.1. Existing Clubs which satisfy the criteria for participation stated in Clause 5.3 of these Rules shall be registered to participate in the League and new teams may be admitted to participate in the League where Existing Clubs fail to meet or comply with the set criteria after given deadlines.

5.2. The Board may place advertisements to seek participation in the League, when necessary. However, the first right of refusal for participation shall be offered to:

- 5.2.1. the 4 (four) Clubs relegated from the League in the immediate preceding season in the order of their placement in the League table, failing which;
- 5.2.2. Clubs currently participating in the NNL, failing which;
- 5.2.3. any other Club duly affiliated with NFF.
- 5.3. A Club shall be eligible and registered to participate in the League only upon meeting the Club licensing requirements and being issued a Club License under the Club Licensing Regulations, including that the Club:
 - 5.3.1. must be based in Nigeria;
 - 5.3.2. shall accept to abide by the rules and regulations of the League as well as the Deed of Adherence in Appendix A of this League Rules;
 - 5.3.3. shall be a fully registered corporate entity with a management structure as prescribed in the Club Licensing Regulations;
 - 5.3.4. shall be independently owned by private corporate entities as well as Government and other public institutions; provided that where a club is owned by government and public institutions it shall provide to LMC an undertaken of its owners to commence a divestment process from 2015/2016 season of the League relinquishing 50% of the equity of the club;
 - 5.3.5. must be affiliated and registered with the NFA and the LMC;
 - 5.3.6. shall give an undertaken of Allegiance to the League Management Company, NFF, CAF and FIFA; undertaking to comply with club licensing regulations;
 - 5.3.7. undertake to attend seminars organized for the implementation of the new club licensing system;
 - 5.3.8. undertake to commence in the 2014/2015 season structures for the youth development programme;



- 5.3.9. show proof of employment of club General Manager, Finance Officer, General Coordinator, Security, Media, Medical, Physiotherapist, licensing officer;
- 5.3.10. show proof of no outstanding payables in respect of players, coaches or other listed personnel;
- 5.3.11. provide to LMC list of management and Secretariat staff with their designations;
- 5.3.12. provide to LMC a signed copy of each player's and official's contract with club;
- 5.3.13. without prejudice to B6.6, proof of at least a CAF License 'B' certificate for the Head Coach/Technical Adviser/Manager of the Club, and at least a proof of a CAF License 'C' certificate for all other Coaches and Assistants, including Goalkeeper trainers; provided that the LMC may issue a waiver in special circumstances such as for ex-internationals and experienced coaches, upon such conditions as the LMC may deem fit;
- 5.3.14. payment of annual dues and registration fees including insurance for players and officials;
- 5.3.15. provide to LMC Audited Annual Report and Club Management Account for immediate past season;
- 5.3.16. shall show proof of access to the use of a stadium in compliance with FIFA minimum specifications for at least 3 (Three) years from the date of registration with the League;
- 5.3.17. shall own a Club House and an Office premises that will accommodate best corporate practices;
- 5.3.18. shall register all its players with the League;
- 5.3.19. produce proof of players Pre-competition Medical Examination;
- 5.3.20. medical certificate of each registered player and official;
- 5.3.21. provide Player Identification Table;



- 5.3.22. provide Player Transfer Payable Table;
- 5.3.23. provide Player Receivable Table;
- 5.3.24. provide Bankers full address;
- 5.3.25. deliver to LMC Audited Annual report and Club Management Account for immediate past season;
- 5.3.26. shall adopt modern media and communication standards, including the operation of a club website, email and the use of other social media platforms, provided that LMC shall have the right to use links (such as hyperlinks) from its own website or social media platforms to those of the Clubs;
- 5.3.27. shall obtain and deposit an Irrevocable Divisible Financial Performance Guarantee from a reputable financial institution in such a sum as shall be prescribed by the LMC, commensurate with the anticipated financial obligations, as a performance guarantee which shall subsist during the League season and which also would be in Control of the League for deduction of penalties in the event of any breach in payment of Players' Salaries, Disciplinary measures, penalty payments etc.;
- 5.3.28. non-compliance of any club to these rules may attract a sanction of up to 6 points deduction and a withholding of any sum due to the club from the LMC;
- 5.3.29. in addition to Rule 5.3.28 above, a Club shall not be registered to participate in the League if in the assessment of LMC, it fails to substantially comply with the registration criteria;
- 5.3.30. any Club dissatisfied with the assessment of LMC under Rule 5.3.29 may appeal to NFF Appeals Committee as provided under these Rules.

5.4. Change of Name

- 5.4.1. No Club shall be permitted to change its name (i.e the name under which the Club competes in the NPFL or under which it gained

promotion to the NPFL), as recorded in the applicable LMC registration forms, except with the prior written permission of the Board.

5.4.2. Any application for a change of name must be received by LMC not less than 6 (six) months before the end of a season in order for it to be considered by the Board for adoption in the following playing season.

5.4.3. The Board will use its absolute discretion in deciding whether to approve a change in a Club's playing name.

5.4.4. Provided that no club shall be allowed to change its name more than once within a period of three (3) seasons and, also, that any proposed name change shall not in the judgment of LMC be offensive or prejudicial to national unity, community identity, fans or supporters followership, other objectives and commercial interests of the League as a marketing brand and football competition.

5.5. Relationship between Clubs and the LMC

5.5.1. In all matters and transactions relating to the League, each Club shall behave towards each other Club and the LMC with the utmost good faith.

5.5.2. No Club either by itself, its servants or agents shall by any means whatsoever unfairly criticize, disparage, belittle or discredit any other Club or the LMC or in either case any of its directors, officers, employees or agents.

5.5.3. A Club shall not without the Board's prior written consent either during its membership of the League or at any time after its membership has terminated disclose or divulge either directly or indirectly to any Person whatsoever or otherwise make use of any confidential information as to the business or finances of the LMC or any other Club or any of their dealings, transactions or affairs or as to any other matters which may come to its knowledge by reason of its membership save to statutory and regulatory authorities or as may be required by law or to such Officials and Auditors of that Club to



whom such disclosure is strictly necessary for the purpose of their duties and then only to the extent so necessary.

5.5.4. Membership of the League shall constitute an agreement between the LMC and the Clubs and between each Club to be bound by and in compliance with:

- 5.5.4.1. the Laws of the Game;
- 5.5.4.2. the NFF Rules;
- 5.5.4.3. the Articles of Association of LMC or amendments thereto;
- 5.5.4.4. these Rules;
- 5.5.4.5. the NFF Club Licensing Regulations;
- 5.5.4.6. the statutes and regulations of FIFA;
- 5.5.4.7. the statutes and regulations of CAF and WAFU and as amended from time to time where necessary;
- 5.5.4.8. the Deed of Adherence in Appendix G of these Rules.

5.6. Significant Interest

5.6.1. A Club shall forthwith give notice in Form 2 to the LMC if any Person either directly or indirectly:

- 5.6.1.1. holds; or
- 5.6.1.2. acquires; or
- 5.6.1.3. held or acquired, ceases to hold any Significant Interest in the Club.



5.6.2. A notice given pursuant to the provisions of these Rules shall:

- 5.6.2.1. identify the Person holding, acquiring or ceasing to hold the Significant Interest in question; and



- 5.6.2.2. set out all relevant details of the Significant Interest including without limitation the number of Shares, their description and the nature of the interest; and
- 5.6.2.3. set out where appropriate the proportion (expressed in percentage terms) which the relevant Shares in respect of which the Significant Interest exists bear to the total number of Shares of that class in issue and of the total issued Shares of the Club.
- 5.7. Each Club shall publish the identities of the holder of each Significant Interest in the Club.
- 5.8. The LMC shall maintain a register which shall include the particulars set out in Rule 5.6 and the said register shall be available for inspection by any Club by prior appointment.
- 5.9. Each Club shall forthwith give notice in writing to the LMC if any Person identified in a notice given in accordance with Rules 5.6 and 5.7 either directly or indirectly holds acquires or ceases to hold any Holding in the Club.
- 5.10. The Board shall have power to suspend a Club if either directly or indirectly a Person acquires a significant interest in that Club while such Person either directly or indirectly holds any Holding in any class of Shares of another Club.
- 5.11. At the discretion of the Board, a suspension may take effect forthwith or it may be postponed subject to such conditions as the Board may think fit to impose.
- 5.12. Unless a suspension is postponed, a suspended Club shall not play in the League or any other National or International competition affiliated to or recognized by the LMC.
- 5.13. For the purposes of the League competition, the Board shall have the power to determine how the cancellation of a League Match caused by the suspension of one of the Clubs which should have participated in it shall be treated.

5.14. The Board shall have power to remove a Club's suspension imposed upon being satisfied that the circumstances giving rise to it are no longer extant.

6. Owners and Directors Test

Disqualifying Events

6.1. A Person shall be disqualified from acting as a Director and no Club shall be permitted to have any Person acting as a Director of that Club if:

6.1.1. either directly or indirectly he is involved in or has any power to determine or influence the management or administration of another Club; or

6.1.2. either directly or indirectly he holds or acquires any Significant Interest in a Club while he either directly or indirectly holds any interest in any class of Shares of another Club; or

6.1.3. he becomes prohibited by law from being a Director (including without limitation as a result of being subject to a disqualification by the provisions of the Companies and Allied Matters Act 2004; or

6.1.4. he has a conviction imposed by a court in Nigeria or a competent court of foreign jurisdiction: in respect of any offence involving any act which would reasonably be considered to be dishonest (and, for the avoidance of doubt, irrespective of the actual sentence imposed); or

6.1.5. he becomes the subject of a Bankruptcy Order; or

6.1.6. he is or has been a Director of a Club which, while he has been a Director of it, has suffered 2 or more unconnected Events of Insolvency (and for the purposes of this Section 6.1.6 a person shall be deemed to have been a Director of a Club which has suffered an Event of Insolvency if such Event of Insolvency occurred within 12 (twelve) months immediately following his having resigned as a Director of that Club); or

6.1.7. he has been a Director of 2 or more Clubs each of which, while he has been a Director of them, has suffered an Event of Insolvency; or



6.1.8. he is subject to a suspension or ban from involvement in the administration or management of a sport by any ruling body of a sport that is registered within Nigeria, NFA, CAF, FIFA or any corresponding national or international association, whether such suspension or ban is direct or indirect (for example a direction to Persons subject to the jurisdiction of the ruling body that they should not employ, contract, associate, affiliate with or otherwise engage or retain the services of an individual); or

6.1.9. he is subject to any form of suspension, disqualification or striking-off by a professional body including, without limitation, the Nigerian Bar Association or the Institute of Chartered Accountants of Nigeria or any equivalent body in any jurisdiction outside Nigeria, whether such suspension, disqualification or striking-off is direct or indirect (for example a direction to Persons subject to the jurisdiction of the professional body that they should not employ, contract, associate, affiliate with or otherwise engage or retain the services of an individual); or

6.1.10. he is found to have breached (irrespective of any sanction actually imposed), or has admitted breaching (irrespective of whether disciplinary proceedings were brought or not):

6.1.10.1. Rule 15.3, 15.5 or 15.6 of Section B (Miscellaneous); or

6.1.10.2. Rule 8.3.3 of Section A (as amended, or replaced from time to time).

6.1.11. Events of Insolvency for the purposes of Rule 6.1.6 are:

6.1.11.1. if the club enters into a Company Voluntary Arrangement pursuant to Part XV of the Companies and Allied Matters Act 2004 or a compromise or arrangement with its creditors under Part XVI of the Act or enters into any compromise agreement with its creditors as a whole; or

6.1.11.2. its shareholders pass a resolution pursuant to section 458 of the Companies and Allied Matters Act 2004 to voluntarily wind it up; or



- 6.1.11.3. a meeting of its creditors is convened pursuant to section 466 or section 472 of the Companies and Allied Matters Act 2004; or
- 6.1.11.4. a winding up order is made against it by the Court under section 411 of the Companies and Allied Matters Act 2004; or
- 6.1.11.5. ceases or forms an intention to cease wholly or substantially to carry on its business save for the purpose of reconstruction or amalgamation or otherwise in accordance with a scheme of proposals which have previously been submitted to and approved in writing by the Board; or
- 6.1.11.6. if its holding company or subsidiary owner enters into or is placed into any insolvency regime in any jurisdiction outside Nigeria which is analogous with the insolvency regimes detailed in Rules 6.1.11.1 to 6.1.11.4 hereof; or
- 6.1.11.7. if it is unable to meet its financial obligations to its Players, Officials and employees for more than 6 months.

Submission of Declaration

- 6.2. Not later than 14 days before the commencement of each Season, each Club shall submit to the Secretary a duly completed Declaration in Form 3 in respect of each of its Directors signed by the Director to which it refers and by an Authorized Signatory, who shall not be the same person.
- 6.3. Within 21 days of becoming a member of the League each Club promoted from the Lower League shall likewise submit to the Secretary a duly completed Declaration in respect of each of its Directors signed as aforesaid.
- 6.4. If any person proposes to become a Director of a Club (including for the avoidance of doubt by virtue of being a shadow director or acquiring Control of the Club):
 - 6.4.1. the Club shall no later than 10 Working Days prior to the date on which it is anticipated that such person shall become a Director

submit to the Secretary a duly completed Declaration in respect of that person signed by him and by an Authorised Signatory;

6.4.2. within 5 Working Days of receipt thereof the Secretary shall confirm to the Club whether or not he is liable to be disqualified as a Director under the provisions in Rule 6.1, and if he is so liable the Board will take the steps set out in Rule 6.6; and

6.4.3. he shall not become a Director until the Club has received confirmation from the Secretary pursuant to Rule 6.4.1 above that he is not liable to be disqualified as a Director under the provisions of Rule 6.1.

Change of Director's Circumstances

6.5. Upon the happening of an event which affects any statement contained in a submitted Declaration:

6.5.1. the Director in respect of whom the Declaration has been made shall forthwith give full written particulars thereof to his Club; and

6.5.2. the Club shall thereupon give such particulars in writing to the Secretary of the LMC.

Disqualification of a Director

6.6. Upon the Board becoming aware by virtue of the submission of a Declaration or in the circumstances referred to in Rule 6.5 or by any other means that a person is liable to be disqualified as a Director under the provisions of Rule 6.1, the Board will:

6.6.1. give written notice to the person that he is disqualified, giving reasons therefore, and (in the case of a person who is a Director) require him forthwith to resign as a Director; and

6.6.2. give written notice to the Club that the person is disqualified, giving reasons therefore, and (in the case of a person who is a Director) in default of the Director's resignation, it shall procure that within 28 days of receipt of such notice the Director is removed from his office as such.



Disciplinary Provisions

- 6.7. Any Club which fails to comply with its obligations under the foregoing provisions of this section of these Rules or which submits a Declaration which is false in any particular shall be in breach of these Rules and will be liable to be dealt with in accordance with the provisions of Section C of these Rules (Disciplinary).
- 6.8. Any Director who fails to comply with his obligations under the foregoing provisions of this section of these Rules or who fails to complete and sign a Declaration and any Director or Authorized Signatory who signs a Declaration which is false in any particular shall likewise be in breach of these Rules and liable to be dealt with as aforesaid.

Suspension of the Club

- 6.9. If a Director who receives a notice under the provisions of Rule 6.6.1 fails to resign and his Club fails to procure his removal from office as required, or if a Club proceeds with the appointment as a Director of a person to whom Rule 6.4 applies despite having received a notice under the provisions of Rule 6.6.2, the Board shall have power to suspend the Club by giving to it notice in writing to that effect.
- 6.10. A suspended Club shall not play in:
- 6.10.1. any League Match; or
 - 6.10.2. any other national or international competition.

- 6.11. For the purposes of the League, the Board shall have power to determine how the cancellation of a League Match caused by the suspension of one of the Clubs which should have participated in it shall be treated.

Appeal against Disqualification of a Director

- 6.12. Upon being reasonably satisfied that the Director of the suspended Club has resigned or has been removed from office, the Board shall have power to withdraw the suspension by giving to it notice in writing to that effect.

- 6.13. Any person or Club who receives notice under Rule 6.6 has a right to appeal the disqualification notice(s) in accordance with the following Rules. However, for the avoidance of doubt, unless and until any such appeal is upheld, the disqualification notice(s) will take full effect.
- 6.14. Any person or Club wishing to appeal a disqualification notice must, within 21 days of the date of that notice, send or deliver to the Secretary a notice of appeal, setting out full details of the grounds of appeal of that person or Club, together with a deposit of N500,000.00.
- 6.15. The only grounds upon which a person or Club may appeal a disqualification notice are:
- 6.15.1. none of the Disqualifying Events set out in Rule 6.1 apply; or
 - 6.15.2. in respect of a conviction of a court of foreign jurisdiction under Rule 6.1.4, or a suspension or ban by a sport ruling body under Rule 6.1.8, or a suspension, disqualification or striking-off by a professional body under Rule 6.1.9, there are compelling reasons why that particular conviction, suspension, ban, disqualification or striking-off, should not lead to disqualification; or
 - 6.15.3. it can be proven that the Disqualifying Event has, or will within 21 days of the notice of appeal, cease to exist; or
 - 6.15.4. the Disqualifying Event is a conviction which is the subject of an appeal which has not yet been determined and in all the circumstances it would be unreasonable for the individual to be disqualified as a Director pending the determination of that appeal.
- 6.16. An appeal under the provisions of Rule 6.13 shall lie to the Appeal Committee which shall hear the appeal as soon as reasonably practicable.
- 6.17. The person or Club advancing the appeal shall have the onus of proof of the matters set out in the appeal on the balance of probabilities.
- 6.18. If the members of the Appeal are not unanimous the decision of the majority of them shall prevail.
- 6.19. The Appeal Committee shall give written reasons for its decision.

6.20. The Appeal Committee shall have the following powers with regards to this Rule:

6.20.1. to allow the appeal in full;

6.20.2. to reject the appeal;

6.20.3. if it determines that a Disqualifying Event exists, to determine that the individual concerned should not be banned for that period during which they will remain subject to it and substitute such period as it shall reasonably determine, having regard to all of the circumstances of the case;

6.20.4. to declare that no Disqualifying Event ever existed or that any Disqualifying Event has ceased to exist;

6.20.5. to order the deposit to be forfeited to the LMC or to be repaid to the appellant person or Club;

6.20.6. to order the appellant person or Club to pay or contribute to the costs of the appeal including the fees and expenses of members of the appeal tribunal paid or payable under Rule 6.21.

6.21. The decision of the Appeal Committee shall be final and binding on the appellant person and Club

Persons Prohibited by Law from entering Nigeria

6.22. No Person may acquire any Holding in a Club if, pursuant to the law of Nigeria:

6.22.1. he is prohibited from entering Nigeria; or

6.22.2. no funds or economic resources may be made available, directly or indirectly, to or for his benefit.

7. Obligations of the Clubs and the LMC

7.1. The LMC shall enter into Commercial Contracts, Broadcasting Contracts and Title Sponsorship Contracts with the intention in the case of each Broadcasting Contract for the live Transmission of League Matches that

each Club shall participate in at least one live televised League Match each Season.

- 7.2. Each Club and each Contract Player shall comply with any reasonable request made on behalf of the LMC to allow the Player's Image to be used to enable the League to fulfill its Commercial Contracts, Broadcasting Contracts and Title Sponsorship Contracts, provided that, where the size of the product permits, the League shall not use the images of less than 3 Contract Players, each from different Clubs, on any one product.
- 7.3. Clubs shall provide such rights, facilities and services as are required to enable the League to fulfill its Commercial Contracts, Broadcasting Contracts, and Title Sponsorship Contracts and shall not by any act or omission infringe any exclusive rights granted thereunder or otherwise cause any breach thereof to occur. For the avoidance of doubt only the LMC may enforce this Rule against a Club and no other Person shall have any right to so enforce it.
- 7.4. Each Club shall indemnify the LMC against any liability it may incur in the event of a finding by a Court of Law or other body of competent jurisdiction that the League induced the Club to breach a contract with a third party as a result of requiring the Club to comply with Rule 7.3.
- 7.5. The Title Sponsorship Contract shall not have the effect of preventing any Club from granting any rights of whatever nature pursuant to its Club Shirt Sponsor Contract irrespective of when the Club enters into the same and the Club Shirt Sponsor Contract of any Club shall not have the effect of preventing any right granted pursuant to any Title Sponsorship Contract being operated or enjoyed in respect of any Club or at the ground of any Club.
- 7.6. All rights contracts to be entered into by any Club shall first be subject to the vetting and approval of LMC, before execution.
- 7.7. Copies of all rights contracts executed by any Club shall be delivered to LMC.
- 7.8. The LMC may issue from time to time directives to Clubs setting out those rights which may and may not be granted by any Club in any Contract and each Club shall comply in all respects with any such directive.

8. Club Finance

8.1. Power to Inspect

The Board either by itself or by any person appointed by it shall be empowered to inspect the financial records of any Club which it reasonably suspects has acted in breach of these Rules.

8.2. Club Bank Accounts

Each Club shall submit to the Secretary Form 4 signed by 2 Directors of the Club and specifying a bank account, to be in the name of and controlled by the Club, into which the LMC shall pay monies due to the Club from the League in accordance with and subject to these Rules save that if that Club has assigned its entitlement to such monies or any part of them, payment will be made by the LMC as directed in the assignment.

8.3. Submission of Club Accounts

8.3.1. The accounts referred to in Rule 5.3.25 shall be prepared and audited in accordance with applicable legal and regulatory requirements together with a copy of the directors' report for that year and a copy of the auditor's report on those accounts and shall include a breakdown within the profit and loss account or the notes to the accounts, or by way of supplementary information separately reported on by its auditors by way of procedures specified by the Board, of revenue in appropriate categories such as gate receipts, sponsorship and advertising, broadcasting rights, commercial income, a cash flow statement and relevant explanatory notes of other income.

8.3.2. If the auditor's report on the accounts submitted pursuant to Rule 8.3.1 contains anything other than an unqualified opinion without modification, the Club shall at the Board's request submit such further documentary evidence as the Board shall require.

8.3.3. Each Club must at such dates as the Board shall specify in each Season prove that:



8.3.3.1. no Loan Fee Sum payable pursuant to a Transfer Agreement entered into in the preceding season; and

8.3.3.2. no sum payable to or in respect of an employee in relation to services provided in the preceding season is or was overdue as at the date demanded.

8.3.4. For the purpose of Rule 8.3.3.2:

8.3.4.1. “employee” means a Player, a Manager, an Academy Manager, a team doctor, a senior physiotherapist, an assistant manager or head coach, a safety officer or any other official;

8.3.5. Each Promoted Club shall submit to the LMC:

8.3.5.1. copies of the documents and other information that it would have been required to submit to the Secretary pursuant to Rules 8.3.1 and 8.3.3 of that year had it then been a member of the League;

8.3.5.2. any further documentary evidence required pursuant to Rules 8.3.2.1 and 8.3.3.

8.3.6. The Board shall have the powers set out in Rule 8.3.7 if:

8.3.6.1. the Club has failed to submit to the Secretary annual accounts as required by Rules 8.3.1 and 8.3.2 or Rule 8.3.5; or

8.3.6.2. the Board has asked the Club to submit further documentary evidence pursuant to Rule 8.3.3 or Rule 8.3.6 and the Club has failed to do so; or

8.3.6.3. the auditor’s report on the annual accounts of the Club or the Group submitted pursuant to Rule 8.3.3 or Rule 8.3.6 contains anything other than an unqualified opinion without modification; or

8.3.6.4. as a result of its review of all the documents and information submitted by the Club pursuant to Rules 8.3.1 to 8.3.6, and having taken into account any failure of the Club to supply



any such documents or information, in its reasonable opinion it determines that the Club will not over the course of the following Season be able to:

8.3.6.4.1. pay its liabilities to the creditors (in so far as they are or will become creditors of the Club) and to its employees as they fall due; or

8.3.6.4.2. fulfill its obligation to play 2 League Matches against each other Club; or

8.3.6.4.3. fulfill its obligations to provide such rights, facilities and services as are required to enable the League to fulfill its Commercial Contracts, Broadcasting Contracts and Title Sponsorship Contracts.

8.3.7. The powers referred to in Rule 8.3.6 are:

8.3.7.1. to require the Club to submit, agree and adhere to a budget which shall include, but not be limited to, the matters set out in Rules 10.1.1 to 10.1.3 of Directors' Reports of Section B; and

8.3.7.2. to require the Club to provide such further information as the Board shall determine and for such period as it shall determine; and

8.3.7.3. to refuse any application by that Club to register any Player or any new contract of an existing Player of that Club if the Board reasonably deems that this is necessary in order to secure that the Club complies with its obligations to:

8.3.7.3.1. pay its liabilities to its creditors in so far as they are or will become creditors of the Club and to its employees as they fall due; or

8.3.7.3.2. fulfill its obligation to play 2 League Matches against each other Club; or

8.3.7.3.3. fulfill its obligations to provide such rights, facilities and services as are required to enable the League to



fulfill its Commercial Contracts, Broadcasting Contracts and Title Sponsorship Contracts.

8.3.8. If any Person proposes to acquire Control of a Club:

8.3.8.1. the Board shall have power to require the Person who proposes to acquire or has acquired Control to appear before it and to provide evidence of the source and sufficiency of any funds which that Person proposes to invest in or otherwise make available to the Club.

8.3.8.2. if the Board determines, in its reasonable opinion, and having considered any information provided to it pursuant to Rule 8.3.8.1, that the Club will not be able to fulfill its obligations as set out in Rules 8.3.7.3.1 to 8.3.7.3.3, then the Board shall have the powers set out in Rule 8.3.7.

9. Trophies and Awards

9.1. The League Champions will take home the League Trophy for a season and same to be returned exactly at the end of the first round of the next season. A replica, trophy would however be given permanently.

9.2. Where a club fails to return the trophy at the appropriate time it shall be fined in the sum of One Million Naira (N1,000,000.00) only in addition, to any other penalty as may be determined by the LMC.

9.3. The League Champions shall be awarded Medals for both players and team officials. Plaques shall be awarded to the most outstanding player in each competition. Additional medals may be presented with the consent of the Board.

9.4. The player that scored the highest number of goals at the end of the season shall be declared as highest goal scorer.

9.5. If two or more players scored the same number of goals, the following shall apply:

9.5.1. the player with the least number of goals scored from penalty spot;

9.5.2. if 9.5.1 above could not resolve the tie then, the player with the better disciplinary records in terms of the least number of caution and expulsion cards will be declared as highest goal scorer for the season.

9.6. The League Champions shall enjoy the distinction of wearing for the duration of the succeeding league season the logo of the League set on a gold background or trimmed with gold.

9.7. The Club of the League Champions shall be entitled to the use of the League gold logo in their replica strips for the same period as the League Champions.

9.8. Cash Awards

Cash awards to the Clubs shall be as decided by the Board at the commencement of each season.

9.9. League Profits/Dividends Declared

The League profits/dividends shall be as decided by the Board at the commencement of each financial year.

10. Learning/Youth Development

The LMC shall have a Learning Department that shall undertake the following functions:

9.10. To prepare stakeholders, for the training of players, maintenance of the standard of the game and league and continuous training of coaches and other support staff of the clubs.

9.11. To develop standard criteria for licensing and participation as a Referee, Coach or player in conjunction with NFF.

9.12. To develop and encourage continued professional educational and qualification.

9.13. To ensure that the Clubs maintain periodic training programs and also maintain standards by monitoring and keeping them abreast of new innovations and techniques available.

- 9.14. To train media staff, grounds men, stewards and security personnel.
- 9.15. To monitor the training of Players by the Learning Department and Youth development programs of the Clubs.
- 9.16. To encourage Corporate Social responsibility programmes and there under, and enlighten stakeholders of the need to support their local communities.
- 9.17. To ensure that each Club shall maintain a learning department.
- 9.18. The LMC shall develop awareness programs for the education of Children and the general public, as to the benefits of the game for academic and social development literacy, employment, prevention of disease and healthy lifestyles.



SECTION B:

The Commercial Framework of the LMC

1. Objectives Setting

The LMC brand and marketing objectives shall include but not be limited to the following:

- 1.1. Increase brand awareness and preference for the League
- 1.2. Reinforce the image of the League
- 1.3. Positive media coverage
- 1.4. Enhance and Position the league for corporate sponsorships
- 1.5. Raise funds for the League and sign agreements of a minimum of 4 (four) year tenure with sponsors
- 1.6. Secure media partners in print, TV and radio
- 1.7. Secure other partners in branding, merchandising, sports drinks etc.
- 1.8. Enter into agreements for the benefit of the League.
- 1.9. Neutrality in matters of politics and religion

2. Stakeholders

The stakeholders shall include the following:

- 2.1. employees of the League,
- 2.2. the clubs' staff and management,
- 2.3. coaches,
- 2.4. referees,
- 2.5. players,
- 2.6. the fans,
- 2.7. corporate sponsors/partners

3. The League

The Board of the LMC shall ensure that:

- 3.1. Provision is made to cater for all stakeholders in the business in order to enable a smooth running of activities without hitches;
- 3.2. Remuneration, allowances and entitlements are paid in due time;
- 3.3. Provision is made for health care insurance;
- 3.4. LMC shall arrange for the personal injury indemnity insurance of relevant stakeholders by a reputable insurance company in case of any eventuality;
- 3.5. In accordance with Rule 5.3.27 of Section A above, that all Clubs obtain their Financial Performance Guarantees and keep such valid for such duration as shall be specified by LMC.

4. Ground Criteria

4.1. Standard Football Pitches:

All pitches shall comply with the standard requirements and dimension for pitches in line with the approved FIFA standard.

4.2. Safety Certificate

- 4.2.1. Subject to Rule 4.2.2 below, each Club shall hold a current safety certificate issued by the relevant authority as may be decided by the Board.
- 4.2.2. If a Club has a ground-sharing agreement it shall be a term therein that either the Club or the other party to the agreement shall hold a current safety certificate.

4.3. Ownership of Ground and Training Facilities

- 4.3.1. Each Club shall either own its ground and training facilities or have a legally enforceable agreement with the owner of the grounds for its use by the Club, expiring not earlier than the end of the current Season.

4.3.2. Such agreement must include clear terms that guarantee the priority of the Club to use of the ground on match days; and unfettered access to all areas of the ground.

4.4. Ground Sharing

No Club shall have or enter into a ground-sharing agreement unless the agreement contains a legally enforceable provision to the effect that the playing of the Club's League Matches shall always take precedence over the activities of the other party to the agreement.

4.5. Ground Registration

Each Club shall register its ground with the Secretary before the commencement of the League and no Club shall relocate to another ground without first obtaining the written consent of the League, such consent not to be unreasonably withheld.

4.6. In considering whether to give any such consent, the Board shall have regard to all the circumstances of the case and shall not consent unless reasonably satisfied that such consent:

4.6.1. would be consistent with the objects of the LMC as set out in the Memorandum;

4.6.2. would be appropriate having in mind the relationship (if any) between the locality with which by its name or otherwise the applicant Club is traditionally associated and that in which such Club proposes to establish its ground;

4.6.3. would not adversely affect such Club's Officials, Players, supporters, shareholders, sponsors and others having an interest in its activities;

4.6.4. would not have an adverse effect on Visiting Clubs;

4.6.5. would not adversely affect Clubs having their registered grounds in the immediate vicinity of the proposed location; and

4.6.6. would enhance the reputation of the League and promote the game of association football generally.

- 4.7. LMC may direct the relocation of a Club to another ground in the overriding sporting, commercial or broadcast considerations of the League or general public interest.

Covered Stadia

- 4.8. Any Club applying for planning permission to cover or partially cover the playing area of its stadium with a fixed or moveable roof shall provide to the LMC a copy of its application together with copies of all submitted plans.
- 4.9. No League Match shall take place at any stadium where during the playing of the League Match the playing area is covered or partially covered by a fixed or moveable roof without the prior written approval of the LMC. Before giving or refusing to give any such approval the LMC shall consult with all Clubs and shall take into account their representations.

Dressing Rooms

- 4.10. Each Club shall provide dressing rooms for Players the minimum area of which (excluding showers, baths and toilets) shall be 30 (thirty) square metres.

Drug-Testing Rooms

- 4.11. Each Club shall provide accommodation capable of being used as a drug-testing room which shall be near the Players" and Match Officials" dressing rooms and inaccessible to the public and media. The LMC may caution any Club which fails to comply with this Rule or exercise its summary jurisdiction and impose a fine.

5. Investors and Sponsors

- 5.1. The LMC shall ensure that all forms of corruption or sharp practices are eradicated to enable investors and sponsors to have confidence in the business and the League.
- 5.2. The LMC must at all times observe policies that encourage its marketability to potential investors and sponsors.

- 5.3. The League may be used by the investors to promote and advertise their products and services.

6. Coaches and Managers

- 6.1. The technical team of the LMC must ensure that all coaches and managers are trained and qualified with an understanding of their duties. Coaches and managers must display zeal to work to ensure a rapid growth of their teams and the League.
- 6.2. Coaches must at all times on match days dress appropriately and smartly and may wear branded apparels of their sponsors.

Code of Conduct

- 6.3. Managers or Coaches shall conduct themselves in accordance with the Code of Conduct as prescribed by the LMC and set out in these rules.
- 6.4. Clubs shall relate to their Managers or Coaches in accordance with the Code of Conduct for Clubs set out in these rules.
- 6.5. Any failure by Managers/Coaches or Clubs to conduct themselves in accordance with their respective Codes of Conduct will constitute a breach of these Rules.

Coaching Qualifications

- 6.6. Except as provided for in Rule A5.3.13, each Manager or Coach shall either:
- 6.6.1. hold, or have commenced and be actively engaged in the requisite course to obtain, a valid CAF 'B' Licence; or
- 6.6.2. hold or have commenced and be actively engaged in the requisite course to obtain a valid coaching qualification of a similar standard.
- 6.7. No Club shall employ any person as a Manager or Coach who does not hold the above qualifications.
- 6.8. LMC may grant a waiver in the case of ex-international Players, allowing a period of 2 (two) seasons for such Players to complete the training for their coaching qualifications, while employed as a Manager or Coach by any Club.

Caretaker Managers or Coaches

- 6.9. Rules 6.3 to 6.5 shall apply to Caretaker Managers or Coaches but Rules 6.6, 6.7 and 6.9 are not applicable until the expiry of 12 (twelve) weeks from the date of their appointment as such. The LMC shall have powers to grant an extension of this 12 (twelve) week period only if reasonably satisfied that the substantive Manager or Coach is medically unfit to resume his duties.

Contracts of Employment and Registration

- 6.10. No Club shall employ any person as a Manager or Coach unless and until:
- 6.10.1. the terms of the Manager's or Coach's employment is in a written Contract of Employment between the Club and the Manager or Coach; and
 - 6.10.2. the Manager's or Coach's Contract of Employment has been registered with the League.

Contents of Contract of Employment

- 6.11. Contract of Employment between a Club and a Manager or Coach shall:
- 6.11.1. include the relevant standard clauses set out in these rules;
 - 6.11.2. clearly set out the circumstances in which the Contract of Employment may be determined by either party.

Procedure for Registration

- 6.12. The LMC shall keep a register of Managers' or Coaches' contracts of employment.
- 6.13. Upon completion of a Contract of Employment between a Club and a Manager/Coach the Club shall within 7(seven) days send the contract to the LMC for registration.
- 6.14. The LMC shall refuse to register the Contract of Employment and shall forthwith give notice to that effect to the Club if:
- 6.14.1. Rule 6.11 has not been complied with; or

- 6.14.2. a contract of employment between the Manager or Coach and any other Club has been registered under the provisions of these Rules and the registration of that contract of employment has not been cancelled.

Cancellation of Registration

- 6.15. An application for cancellation of the registration of a Manager or Coach's Contract of Employment shall be made in writing to LMC and may be made by either party to the contract.
- 6.16. The LMC shall cancel the registration upon being satisfied that:
- 6.16.1. both parties to the Contract of Employment have consented to the cancellation of the registration; or
 - 6.16.2. the Contract of Employment has been properly terminated by either party to it; or
 - 6.16.3. the Contract of Employment has expired; or
 - 6.16.4. a period of one year has elapsed since the Manager or Coach ceased to perform his duties under the Contract of Employment.
- 6.17. Any period during which a Manager or Coach is in breach of his Contract of Employment and is employed abroad as Manager or Coach of a foreign club shall not be taken into account by the Board in determining whether such Manager or Coach's contract of employment has expired.

Disputes

- 6.18. Any disputes arising between the parties in respect of a Manager or Coaches contract shall be determined in accordance with the dispute procedures set out in these Rules.



Assistant Manager/ Assistant Coach

- 6.19. A Club which applies for a CAF Licence must, in addition to employing a Manager or Coach, employ an individual (such as an Assistant manager or Assistant coach) to assist the Manager or Coach in all football matters relating to the first team.



Pre-Season Meeting

- 6.20. All Managers or Coaches are required to attend in person an annual pre-Season meeting organized by the LMC and failure to do so without just cause shall be a breach of these Rules.

Broadcasters

- 6.21. It shall be the exclusive right and responsibility of LMC to negotiate Radio/TV Rights for the League.
- 6.22. The League Broadcast Rights Owner has the exclusive and unfettered access to all League venues without notice.
- 6.23. Any Club that, whether through action or inaction, hinders, prevents or causes any delay in the television or radio coverage of its match **may** be liable to a fine of up to Fifteen Million Naira Only {N15,000,000.00} and a deduction of up to 3 points and 3 goals from the Club's accruable points/goals.
- 6.24. Any Club that, whether through action or inaction, hinders, prevents, delays any part of the video/radio recording/transmission of its match **may** be liable to such sanction as the LMC deems appropriate.
- 6.25. Subject to the rights and approval of LMC and the rights of the League Broadcast Right Owner, Clubs are entitled to negotiate local radio broadcast rights for additional revenue generation as well as create awareness for their activities.

Interviews and Press conferences

- 6.26. All Manager's or Coaches are required to attend in person and participate in pre-match and post-match one-to-one interviews held by or for the benefit of the Broadcaster on the day of a League Fixture and failure to do so without just cause shall be a breach of these Rules.
- 6.27. The Manager/Coach of each team, together with the Team Captain or any Player who participated in the match are required to attend in person and participate in the post-match press conference and failure to do so without just cause shall be a breach of these Rules.

- 6.28. Such interviews and press conferences shall not be arranged in such a manner as to interfere with the Manager or Coaches primary match day responsibilities as regards team matters.

Pressmen

- 6.29. LMC may accredit journalist, photographers and pressmen to cover matches of the League only for news and editorial purposes only.
- 6.30. Any information, data or materials, whether photographic or otherwise, gathered on the League by any person shall not be sold or exploited for commercial purposes except by the express permission of LMC.

7. Match Commissioners

- 7.1. The LMC and the relevant bodies shall appoint a Match Commissioner who shall be the official representative of the League for each League match.
- 7.2. All Match Commissioners shall be duly registered and licensed by the Nigeria Football Federation.
- 7.3. The Match Commissioner shall be objective at all times and ensure the proper and smooth organization of the match to which he is appointed.
- 7.4. The Match Commissioner shall preside over the pre-match meeting.
- 7.5. No person shall be appointed as a Match Commissioner in any match in the League if:
- 7.5.1. he is by birth or residence from the same state as any of the competing teams in the match;
 - 7.5.2. his involvement in a particular match may in the judgment of LMC be seen as capable of compromising the integrity of the game or influencing the result or outcome of any match in the League.
- 7.6. The LMC working with the relevant bodies may swap, interchange or remove any Match Commissioner at any time as the circumstances may warrant, including where his appointment is contrary to 7.5.

8. Match Officials/Referees

- 8.1. The match officials may also be called Referees.
- 8.2. All Match Officials and Referees shall be registered and licensed by the relevant authority, the Nigeria Referees Association under the auspices of NFF.

Appointment of Match Officials

- 8.3. LMC, working with the relevant bodies will compile and publish a list of referees and assistant referees for appointment as officials at forthcoming League Matches.
- 8.4. The LMC working with the relevant bodies may remove, swap or interchange the name of any Match Official from the list at any time as the circumstances may warrant, including where the appointment is contrary to 8.6 or where there has been a valid complaint or petition against the performance of the Match Official arising from a previous match.
- 8.5. The LMC and the relevant bodies shall appoint the Match Officials to officiate at each League Match and give notice of such appointment to the participating Clubs and the Match Officials so appointed who shall each forthwith acknowledge their appointment in writing to the Board.
- 8.6. No person shall be appointed as a Match Official in any match in the League if:
 - 8.6.1. he is by birth or residence from the same state as any of the competing teams in the match.
 - 8.6.2. his involvement in a particular match may in the judgment of LMC be seen as capable of compromising the integrity of the game or influencing the result or outcome of any match in the League.



Rules binding on Match Officials

- 8.7. Acknowledgement by a Match Official of an appointment made under Rule 8.5 shall constitute an agreement with the LMC by such a Match Official to be bound by and to comply with:



- 8.7.1. the Laws of the Game;
 - 8.7.2. FIFA Rules;
 - 8.7.3. CAF Rules;
 - 8.7.4. NFF Rules;
 - 8.7.5. these Rules;
- 8.8. If a Match Commissioner fails to honour a match, the Referee shall double as Match Commissioner/Referee.
- 8.9. Only Referees and Assistant Referees on the NFF/LMC approved list shall be used as fourth officials and as substitutes for appointed match officials.
- 8.10. In the event of one, two or all the match officials not showing up for a match, the match shall stand cancelled till the LMC fixes a new date for the match.
- 8.11. If a designated match official arrives at the match venue less than three hours to kick off time, the Official shall not officiate the match and shall not be entitled to any claim.
- 8.12. In the event a designated match official arrives late for a match and is disqualified under Rule 8.11, the most senior official by way of the Referees' badges, shall officiate and the fourth official shall be an on-field official.
- 8.13. Where all the match officials arrive late for a match, the match shall be played within 24 hours. Teams shall under no circumstances mutually agree to the use of unscheduled Officials in a match in the absence of designated match officials.
- 8.14. Match officials shall not swap matches.
- 8.15. If the appointed match officials refuse to honour any match and it was established that they were duly notified, such match officials shall be black listed.

- 8.16. It shall be mandatory for match officials to complete and forward with their match reports to the LMC. Match reports must reach the LMC Secretariat 24 hours after the match. The summary of the report may be sent by SMS message immediately after the match.

Payments to Match Officials

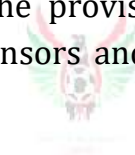
- 8.17. No Club or Official or any other person shall either directly or indirectly make or offer to make any payment to or confer or offer to confer any benefit or gift upon any Match Official.
- 8.18. Any Club official, member, player, Match Officials found guilty of breaching Rule 8.16 shall be banned for up to five (5) years and the result of the match if already played and won by the offending club shall be nullified.
- 8.19. A Fine of up to Ten Million Naira only {N10, 000, 000.00} only shall also be imposed on the club concerned.

Welfare of Match Officials

- 8.20. Only LMC designated hotels shall accommodate Match Officials for League matches. Alternative arrangement by clubs without clearance from the LMC shall not be permitted.
- 8.21. The Match Officials shall be given adequate security before, during, and after a match, notwithstanding the result of the match.
- 8.22. All Match Officials shall be accommodated together in one Hotel approved by the LMC: same floor, same wing.
- 8.23. Match officials appointed to officiate matches shall each be entitled to such rates as may be determined and published from time to time by the LMC.
- 8.24. These rates shall cover honorarium, transport and feeding for Match Officials.
- 8.25. For any extension of stay, where a match is played on the next day after its due date as a result of force majeure, honorarium shall be paid as may be determined by LMC.

Pre-Match Procedures

- 8.26. Prior to the commencement of a League Match at which he has been appointed to officiate, the referee shall:
- 8.26.1. together with the other Match Officials, arrive at the ground not less than two hours before the advertised time of kick-off;
 - 8.26.2. decide on the fitness of the pitch for the playing of the League Match and;
 - 8.26.3. if the referee considers it to be unfit, instruct that the League Match be postponed or that the kick-off be delayed;
 - 8.26.4. if the referee considers it to be necessary, instruct that the pitch be re-marked;
 - 8.26.5. receive the team sheets of the participating Clubs;
 - 8.26.6. permit the amendment of a team sheet if a Player is injured as provided in Rules for fixtures;
 - 8.26.7. check and approve any footballs to be used in the League Match are in compliance with FIFA technical standards and measurements for footballs;
 - 8.26.8. ensure that, if appropriate, the Home Club has made a coloured ball available;
 - 8.26.9. wear one of the match uniforms provided by the League ensuring that it does not clash with the Strip worn by either of the participating teams;
 - 8.26.10. ensure that the Players' Strips comply with the provisions of these Rules as well as Logos, Marks etc. of sponsors and rights owners as required by the LMC;
 - 8.26.11. ensure that the uniform worn by the ball-boys or stewards do not clash with the Strip worn by either of the participating teams and if in his opinion there is such a clash, he shall be authorized to



request such ball-boys or stewards to change their uniforms or to leave the vicinity of the field of play;

8.26.12. with the assistant referees, lead the participating teams onto the field of play 5 minutes before kick-off; and

8.26.13. such other matters as may be determined by the LMC from time to time.

8.27. Players and Officials shall comply with any lawful instructions given to them by a Match Official officiating at a League Match.

Post-Match Procedures

8.28. The Referee shall send the team sheets to and make the following reports in writing to the Technical Department of the LMC within 24 hours after officiating at a League Match:

8.28.1. on the standard of facilities for Match Officials provided by the Home Club;

8.28.2. on the late arrival at the ground of any of the Match Officials giving Reasons therefore. Late arrival shall be considered to be arrival less than 2 (two) hours before the kick-off of a match;

8.28.3. on the condition of the pitch;

8.28.4. on the circumstances surrounding the kick-off or re-start being delayed;

8.28.5. on either team commencing the League Match with less than a full complement of Players;

8.29. Failure to submit such reports within the stipulated time shall be sufficient grounds for the termination of the Referee's appointment.

9. Players

Players Identification

9.1. Before the commencement of each Season each Club shall allocate a different shirt number to each member of its first team squad.

- 9.2. A Club shall likewise allocate a shirt number to any Player joining its first team squad during the Season.
- 9.3. Save with the prior written consent of the LMC shirt numbers shall be allotted to players as available.
- 9.4. While he remains with the Club a Player will retain his shirt number throughout the Season for which it was allocated.
- 9.5. Subject to 9.4 above, upon a Player leaving a Club the shirt number allocated to him may be re-allocated.
- 9.6. Each Club shall forthwith provide to the Technical Department of the LMC full details in writing in Form 5 of shirt numbers allocated so that throughout each Season the LMC is aware of the names of members of the first team squad of each Club and the shirt numbers allocated to them.
- 9.7. When playing in League Matches each Player shall wear a shirt on the back of which shall be prominently displayed his shirt number and above that his surname.
- 9.8. A Player's shirt number shall also appear on the front of the left leg of his shorts.
- 9.9. The size, style, colour and design of shirt numbers, lettering and the logo of the League appearing on a Player's shirt or shorts and the material from which such numbers, lettering and logo are made shall be decided upon by the Club from time to time with prior approval from the LMC.
- 9.10. The colour and design of the shirt and stockings worn by the goalkeeper when playing in League Matches shall be such as to distinguish him from the other Players and from Match Officials.
- 9.11. The captain of each team appearing in a League Match shall wear an armband provided for by the LMC indicating his status as such.
- 9.12. Any Club acting in breach of any of Rules 9.1 to 9.11 will be liable to pay to the League a fixed penalty of N100,000.00 (One Hundred Thousand Naira only) for a first breach, N150,000.00 (One Hundred and Fifty Thousand naira only) for a second breach and N200,000.00 (Two Hundred Thousand

Naira only)for a third breach or, as amended and published by the LMC from time to time. Any subsequent breach may be dealt with under the provisions of Section C of these Rules (Disciplinary).

- 9.13. Each Club shall have a home Strip and up to a maximum of two alternative Strips which shall be worn by its Players in League Matches in accordance with the provisions of these Rules.
- 9.14. The logo of the League shall appear on each sleeve of both home Strip and alternative Strip shirts.
- 9.15. Neither the home Strip shirt nor the away Strip shirt shall be of a colour or design alike or similar to the outfits of Match Officials.
- 9.16. Not later than 4 weeks before the commencement of each Season each Club shall register its Strips by submitting to the Secretary in Form 6 samples of its home Strip, alternative Strip(s) and goalkeeper's Strip complying with these Rules and a brief written description of each and the LMC having entered the descriptions in a register will cause the same to be printed in the rulebook of the League, and on the LMC's website.
- 9.17. Each Strip submitted for registration shall have on it:
 - 9.17.1. the shirt number and name of any Player in the Club's first team squad, displayed as required by Rule 9.7;
 - 9.17.2. any advertisement for which the approval of the LMC is either sought or has already been given.
 - 9.17.3. The jerseys (with names at the back) and pants must be boldly and clearly numbered. Pants shall be numbered in front and jerseys at the back (1 to 35), measuring at least 9 inches and 4 inches on pants.
 - 9.17.4. The numbering shall not exceed 35, except for the allowable 5 youth team Player, whose jersey shall be numbered from 36 – 40. Any player wearing a jersey numbering above 35 shall not be eligible to play.



- 9.17.5. Any club violating this condition shall be fined N500, 000.00 (Five Hundred Thousand Naira only), payable to the LMC within 14 days.
- 9.18. Further to Rule 9.17 if a Club seeks to register a Strip which does not comply with these Rules:
- 9.18.1. the LMC shall give to that Club notice in writing to that effect giving full details of the changes required to achieve compliance; and
- 9.18.2. the Strip in question shall not be worn by that Club's Players until a further sample has been submitted to and approved in writing by the Board.
- 9.19. Subject to Rule 9.21, Strips of the description thus registered shall be worn throughout the Season immediately following and no changes to it shall be made except with the prior written permission of the LMC.
- 9.20. On the occasion of a Club's last home or away League Match in any Season a further Strip (i.e. not one registered by the Club in accordance with Rule 9.17 may be worn provided that:
- 9.20.1. at least 7 days' prior written notice of intention to do so is given to the LMC and the opposing Club in each case with a sample of the Strip intended to be worn;
- 9.20.2. the LMC gives its consent
- the alternative Strip shall be subsequently registered as the Club's home or away Strip for the following Season.
- 9.21. When playing in League Matches the Players of each participating Club shall wear Strips which in the opinion of the referee is of sufficient contrast that will enable Match Officials, spectators and television viewers distinguish clearly between the two teams. In selecting the choice of Strip the following order of precedence shall apply unless authorized by the Board:

- 9.21.1. 1st priority: the outfield players of the Home Club who shall wear their Home Strip;
- 9.21.2. 2nd priority: the outfield players of the Visiting Club;
- 9.21.3. 3rd priority: the Home Club goalkeeper;
- 9.21.4. 4th priority: the Away Club goalkeeper.
- 9.22. The Match Officials shall wear colours that distinguish them from the Strip worn by the two Clubs. In the event of the Match Officials not having distinguishing colours then the Away Club goalkeeper must change and if this is not possible the Home Club goalkeeper must do so.
- 9.23. At least 7 (seven) days prior to each League Match the Visiting Club shall notify the Home Club and the LMC of the Strip it intends its Players (including for the avoidance of doubt its goalkeeper) to wear. If the Home Club is of the opinion that this is likely to cause some confusion it shall immediately notify the LMC.
- 9.24. The LMC, acting on behalf of the referee, will determine any disputes arising between Clubs and no later than three working days prior to each League Match notify both Clubs and the Match Officials of the colours to be worn.
- 9.25. In the event of a dispute arising on the day of a League Match in relation to the Strip to be worn then the referee's decision shall be final.
- 9.26. Subject to Rule 9.21, no Club shall participate in a League Match wearing Strip other than its registered home Strip or alternative Strip or a combination of the same except with the prior written consent of the LMC, provided that:
- 9.26.1. the content, design and area of the advertisement is approved by the LMC; and
- 9.26.2. it complies with these Rules for the time being in force.



Approaches to Players

- 9.27. A Club shall be at liberty at any time to make an approach to a Player with a view to negotiating a contract with such a Player:
- 9.27.1. if he is an Out of Contract Player; or
 - 9.27.2. in the case of a Contract Player, with the prior written consent of the Club to which he is contracted.
- 9.28. A Club shall be at liberty to approach such a Contract Player during the period approved by the League:
- 9.28.1. who will become an Out of Contract Player at the end of the season; and
 - 9.28.2. who has received no offer from his Club; or
 - 9.28.3. who has received but has declined such offer.
- 9.29. Any Club which by itself, by any of its Officials, by any of its Players, by its Agent, by any other Person on its behalf or by any other means whatsoever makes an approach either directly or indirectly to a Contract Player except as permitted by either Rule 9.27 or Rule 9.28 shall be in breach of these Rules and may be fined and/or punished in accordance with the provisions of Section C of this Rules (Disciplinary).
- 9.30. For the purposes of Rules 9.27 and 9.28, "Contract Player" shall include a player who has entered into a written Contract of Employment with a club in the lower leagues.
- 9.31. No Club shall enter into a loan contract for the services of a Player which duration is more than one season.
- 9.32. No Club of the League shall enter into a Loan or Temporary Transfer agreement (as the Transferee Club) with an amateur club, a football academy, an individual or any entity other than a professional football club (i.e. a club in the Nigeria Professional Football League or the Nigeria National League).

9.33. No Club of the League shall enter into a contract with any Club, entity, individual or football academy that is not affiliated or subject to the NFF, for the services of a Player.

9.34. Prohibition of Individual Ownership/Third Party Ownership of Players Contract

9.34.1. No Club of the league shall enter into a contract with individual owners/third party owners for the services of any Player.

9.34.2. Any Club found to have breached the provisions on third party/individual Ownership shall be liable to a fine of not less than the transfer valuation of the Player in question, in addition to any other fine deemed fit in the circumstances.

Approaches by Players

9.35. An Out of Contract Player, or any Person on his behalf, shall be at liberty at any time to make an approach to a Club with a view to negotiating a contract with such Club.

9.36. Subject to Rule 9.33, a Contract Player, either by himself or by any Person on his behalf, shall not either directly or indirectly make any such approach as is referred to in Rule 9.27 without having obtained the prior written consent of his Club.

9.37. A Contract Player to whom Rule 9.28 applies or any Person on his behalf may make such approach referred to in Rule 9.27.

Public Statements

9.38. A statement made publicly by or on behalf of a Club expressing interest in acquiring the registration of a Contract Player or by a Contract Player expressing interest in transferring his registration to another Club shall in either case be treated as an indirect approach for the purposes of Rules 9.27 and 9.28.

Inducements

9.39. Except as may be provided in a Player's contract:

9.39.1. No Club shall induce or attempt to induce a Player to sign a contract by directly or indirectly offering him or any Person connected with him or his Agent a benefit or payment of any description whether in cash or in kind;

9.39.2. No Player shall either directly or indirectly accept or cause or permit his Agent to accept any such offer as is described in these Rules.

Duration of Contracts

9.40. Subject to the exceptions set out below, a contract between a Club and a Player shall not be for any period less than 3 calendar years provided that its expiry date is at the end of any season. The exceptions to this Rule are:

9.40.1. contracts with Players who have played professional football for a total of 10 years or more, who may be contracted to play for not less than 3 months at a time;

9.40.2. contracts with Contract Players under the age of 18 years which must not be capable of lasting for more than 2 years.

9.41. No player shall be transferred in the League until the expiration of the first year of the contract between the Player and the Club.

Players' Remuneration

9.42. The minimum monthly wage for any player shall not be less than N150,000.00 Naira (One Hundred and Fifty Thousand Naira Only) or as the Board may decide from time to time.

9.43. The stipulated minimum wage shall be payable only to a minimum of 25 of the total number of players registered by the Club with the League.

9.44. Full details of a Player's remuneration including all benefits to which he is entitled whether in cash or in kind shall be set out in his contract.

9.45. Overdue Payables

9.45.1. Clubs are required to comply with their financial obligations towards players, registered employees and other clubs as per the

terms stipulated in the contracts signed with their professional players, employees and in the transfer agreements.

9.45.2. Any club found to have delayed a due payment for more than 30 days without a prima facie contractual basis may be sanctioned in accordance with paragraph 4 below.

9.45.3. In order for a club to be considered to have overdue payables in the sense of the present article, the creditor (player or club) must have put the debtor club in default in writing and have granted a deadline of at least ten days for the debtor club to comply with its financial obligation(s).

9.45.4. Within the scope of its disciplinary jurisdiction, the LMC may impose the following sanctions:

9.45.4.1. a warning;

9.45.4.2. a reprimand;

9.45.4.3. a fine;

9.45.4.4. a ban from registering any new players for one or two entire and consecutive registration periods;

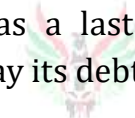
9.45.4.5. confiscation or withholding of proceeds accruing to the Club from the transfer or sale of Players and using such funds to settle the overdue payables;

9.45.4.6. withholding of funds accruing to the Club from the LMC and using such funds to settle the overdue payables without recourse to the Club;

9.45.4.7. deduction of points, which shall be as a last resort, particularly where a Club is unable to pay its debts.

9.45.5. The sanctions provided for in Rule 9.45.4 above may be applied cumulatively.

9.45.6. A repeated offence will be considered as an aggravating circumstance and may lead to more severe penalty.



- 9.45.7. The execution of the registration ban in accordance with Rule 9.45.4(d) may be suspended. By suspending the execution of a registration ban, the sanctioned club will be subjected to a probationary period ranging from six months to two years.
- 9.45.8. If the club benefiting from a suspended registration ban commits another infringement during the probationary period, the suspension is automatically revoked and the registration ban executed; it is added to the sanction pronounced for the new infringement.
- 9.45.9. The terms of the present article are without prejudice to the right to unilateral termination of contract for 'just cause' under the relevant FIFA Regulations and any further measures applicable thereto.
- 9.46. Not later than the end of the season each Club shall submit to the LMC full particulars of all payments made to and all benefits provided to each of its Players in the previous tax year.
- 9.47. If any Club acts in breach of Rule 9.40, in addition to any penalty imposed under Section C of these Rules (Disciplinary), LMC shall have power to refuse any application by that Club to register any Player until the breach has been remedied.

Image Contracts

- 9.48. Particulars of any Image Contract Payment in respect of the Player shall be set out in the contract with his Club.

Signing the Contract

- 9.49. A contract between a Club and a Player shall be signed before a notary public by:

9.49.1. the Player;

9.49.2. the Player's Parent if the Player is under the age of 18 years; and

9.49.3. an Authorized Signatory on behalf of the Club.

Reporting Fines, etc.

- 9.50. A copy of any notice terminating a Player's contract, whether given by the Club or the Player, and any notice given by a Club imposing a fine on a Player or suspending him shall be sent forthwith by the Club to the LMC and to the NFF.

Submission to LMC

- 9.51. Clubs shall submit to the LMC copies of all contracts with Players within 5 days of their being entered into.

Mutual Termination

- 9.52. If the parties thereto agree to terminate a Player's contract before its expiry date they shall forthwith notify the LMC to that effect.
- 9.53. A Club shall be at liberty at any time to reach agreement with a Contract Player to amend the terms of his contract. If such an agreement increases the Contract Player's remuneration then, unless the agreement is made in the Close Season, it shall be a term thereof that the Contract Player's current contract is extended by a minimum of one year.

Disputes between Clubs and Players

- 9.54. Any dispute or difference between a Club and a Player not otherwise expressly provided for in these Rules may be referred in writing by either party to the LMC for consideration and adjudication in such manner as the Board may think fit.
- 9.55. For the purpose of this Rule only, "Player" shall include one who was formerly employed by the Club with which the dispute or difference has arisen, whether or not he has been registered to play for another Club.

Orders for Costs

- 9.56. The Board shall have power to make an order for costs:
- 9.56.1. in determining appeals under Rule 9.50; and
- 9.56.2. in making an adjudication under Rule 9.54; and

- 9.56.3. if any proceedings under Rule 9.50 or Rule 9.54, having been commenced, are withdrawn.
- 9.57. The Board shall have power to determine the amount of any such costs which may include, without limitation, those incurred by the League in the conduct of the proceedings.
- 9.58. Costs ordered to be paid as aforesaid shall be recoverable:
- 9.58.1. in the case of a Club, If the Board is reasonably satisfied that a Club or Relegated Club (“the debtor Club”) has failed to make any payment due to any creditor of the description set out in Rule 9.58.3, the Board shall be empowered to:
- 9.58.1.1. deduct the amount of any such payment from any distribution of Commercial Contract Money, Broadcasting Money or Title Sponsorship Money payable to the debtor Club, paying the same to the creditor to which it is due; and
- 9.58.1.2. withhold any distribution of any monies otherwise due to the debtor Club to the extent of any liabilities falling due from the debtor Club to any creditor of the description set out in Rule 9.58.3 within the period of 60 days after the due date of the distribution of the monies to the debtor Club, and pay the same to the creditor on the date when it is due to that creditor should the debtor Club fail to do so.
- 9.58.2. The Board shall only have the powers set out in Rule 9.58.1 if the debtor Club has failed to make any payment when due (whether or not paid thereafter) to a creditor of the description set out in Rule 9.58.3 within the period of 120 days immediately prior to the due date of distribution of the monies to the debtor Club.
- 9.58.3. The creditors to which Rule 9.58.1 applies are:
- 9.58.3.1. another Club; or
- 9.58.3.2. the LMC; or



9.58.3.3. any player under contract; or

9.58.3.4. pension or life assurance scheme administered by or on behalf of the LMC.

Effect of Termination

9.59. Upon the termination of a Player's contract by a Club under the provisions of clause 10.1 of Form 7 on Players Contracts becoming operative or upon the termination by a Player of his contract with his Club under the provisions of clause 11.1 of Form 7 becoming operative, the Club shall forthwith release the Player's registration.

Testimonial Matches

9.60. Notwithstanding that it has no contractual obligation to do so, a Club in its absolute discretion and with the prior written consent of the Board may, in the case of a Player who has completed 10 or more years in its service as such, permit its ground to be used without charge for the purposes of a testimonial match.

Transfer Windows

9.61. "Transfer Windows" means the 2 periods in a year during which, subject to Rule 9.64, a Club may apply for the New Registration of a player or to have the registration of a player transferred to it or for a Temporary Transfer.

9.62. The first Transfer Window in any year shall commence at midnight on the last day of the Season and shall end on at a time to be determined by the Board.

9.63. The second Transfer Window in any year shall commence and end at such times to be determined by the Board.

9.64. Outside a Transfer Window the Board in its absolute discretion may:

9.64.1. refuse an application; or

- 9.64.2. grant an application and, if thought fit, impose conditions by which the Club making the application and the player shall be bound.

Temporary Transfer

- 9.65. "Temporary Transfer" shall mean the transfer of a contract registration effected in accordance with Rules 9.66 to 9.69.
- 9.66. Subject to the conditions set out below, a Temporary Transfer shall be permitted.
- 9.67. The conditions referred to in Rule 9.66 are:
- 9.67.1. a Temporary Transfer to a Club may not take place in the Transfer Window in which the Transferor Club acquired the Player's registration;
 - 9.67.2. during the period of the Temporary Transfer of his contract registration a Player shall not play against the Transferor Club;
 - 9.67.3. if during the period of a Temporary Transfer the Player's registration is transferred permanently from the Transferor Club to the Transferee Club, the two Clubs may agree in writing (to be copied to the LMC) that the Player shall not play against the Transferor Club for the remainder of the Season;
 - 9.67.4. subject to any conditions imposed by the Board in the exercise of its discretion under Rule 9.64.2, the minimum period of a Temporary Transfer shall be the period between 2 consecutive Transfer Windows;
 - 9.67.5. the maximum number of Temporary Transfers to any one Club registerable in the same Season shall be 4 and in no circumstances shall more than 1 be from the same Transferor Club save there shall be excluded from these numbers any Temporary Transfer of the kind described in Rules 9.67.6.1 or 9.67.6.2;



- 9.67.6. not more than 2 Temporary Transfers shall be registered by a Club at the same time except that there shall be excluded from that number:
- 9.67.6.1. any Temporary Transfer which become permanent; and
- 9.67.6.2. the Temporary Transfer of a goalkeeper which in its absolute discretion the Board may allow in circumstances it considers to be exceptional;
- 9.67.7. a Club may transfer the registration of no more than one of its goalkeepers by way of temporary Transfer to another Club during the Season, subject to any further Temporary Transfer of one of its goalkeepers pursuant to Rule 9.67.6.2;
- 9.67.8. any other conditions agreed between the Transferor Club and the Transferee Club or, in the exercise of its discretion, imposed by the Board.
- 9.67.9. The Loan Fee payable on a Temporary Transfer shall be such sum (if any) as shall have been agreed between the Transferee Club and the Transferor Club and set out in Form 8 or in a supplementary agreement.
- 9.68. Any Loan Fee (including any installments thereof) shall be paid on or before the date or dates agreed between the parties, the latest of which must be no later than 45 days immediately following the conclusion of the Season in which the Temporary Transfer expired.
- 9.69. A Temporary Transfer shall be effected by submitting to the Secretary Form 8 duly completed (as appropriately modified for the purpose of this Rule only or as decided by the LMC from time to time) and signed on behalf of the Club by an Authorized Signatory.
- 9.70. The transfer of the Registration of a Contract Player shall be effected in the following manner:
- 9.70.1. the Transferor Club and the Transferee Club shall enter into a Transfer Agreement in Form 8 signed on behalf of each Club by an Authorized Signatory in which shall be set out full particulars of

all financial and other arrangements agreed between the Transferor Club and the Transferee Club and, except as provided below, between the Transferor Club and the Contract Player in relation to the transfer of the Contract Player's registration whether the same are to take effect upon completion of the transfer or at any time thereafter;

9.70.2. any such arrangements agreed between the Transferor Club and the Contract Player to which the Transferee Club is not privy may be omitted from Form 8 provided that they are forthwith notified in writing to the Secretary by the Transferor Club;

9.70.3. the Transfer Agreement shall be sent by the Transferee Club to the Secretary together with a copy of the contract entered into between the Transferee Club and the Contract Player;

9.70.4. the Transferee Club shall pay any Compensation Fee due to the Transferor Club under the terms of the Transfer Agreement.

9.71. All transfer arrangements in respect of Contract Players are subject to the approval of the Board.

9.72. The Transferee Club will hold the registration of the Contract Player upon receipt of the Secretary's certificate to that effect.

Out of Contract Players

9.73. An Out of Contract Player may seek to be registered by any Transferee Club.

9.74. Upon receiving a formal written offer to effect the New Registration of an Out of Contract Player whose registration it holds, a Club shall forthwith notify the Player and the Secretary in writing to that effect.

9.75. Provided that the following conditions are satisfied, a Compensation Fee shall be paid to a Transferor Club by a Transferee Club upon effecting the New Registration of an Out of Contract Player:

9.75.1. the Out of Contract Player in question must be under the age of 24 years;

- 9.75.2. on or before the end of the season in the year in which the Player's contract is to expire or, within 4 days of the last relevant League Match in that year having been played, the Transferor Club must send to the Player Form 9 offering him a new contract on the terms therein set out, which must be no less favourable than those in his current contract;
- 9.75.3. any offer made in Form 9 by a Club to a Player under the provisions of Rule 9.75.2 shall remain open and capable of acceptance by the Player for a period of one month from the date upon which it was sent by the Club by registered post to his usual or last known address;
- 9.75.4. a copy of Form 9 must be sent forthwith to the Secretary.
- 9.76. Contract terms shall be deemed to be no less favourable if, they are at least equal in value to the most favourable terms to which the Player was or is entitled in any year of his current contract.

The Player's Options

- 9.77. Upon receiving an offer in Form 9 a Player may either:
 - 9.77.1. accept the same within one month of its date and enter into a new contract with his Club in the terms offered; or
 - 9.77.2. decline it in writing.
- 9.78. If the Player considers that the terms offered by his Club and set out in Form 9 are less favourable than those in his current contract, he may give notice to that effect to his Club and the Secretary and apply for a free transfer in accordance with Form 10.
- 9.79. Such application shall be determined by the Board and if it succeeds:
 - 9.79.1. the Player's Club will not be entitled to a Compensation Fee upon a Club effecting his New Registration; and
 - 9.79.2. the Player will receive severance pay in accordance with his contract.

The Club's Options

9.80. If a Club makes an offer to a Player in Form 9 and the Player declines it, upon the expiry of the Player's contract the Club may either:

9.80.1. enter into a Conditional Contract with the Player in such financial terms as may be agreed; or

9.80.2. if a Conditional Contract has not been entered into, continue to pay the Player the amount of the basic wage under his expired contract;

and in any such case the Club shall be entitled to a Compensation Fee upon a Transferee Club effecting the Player's New Registration provided he then remains under the age of 24 years and the other conditions set out in Rule 9.76 have been satisfied.

9.81. The financial terms of a Week by Week Contract shall be those contained in the Player's expired contract, excluding any Signing-on Fee, except that the Player shall be entitled to receive such incentives (if any) as are payable by the Club to its Contract Players with effect from the date of his new contract.

9.82. An Out of Contract Player who continues to receive from his Club the amount of his basic wage under the provisions of Rule 9.81.3 shall not be entitled to play for that Club. If such Out of Contract Player unreasonably refuses an offer of employment by another Club, his Club may make application to the Appeals Committee under Section F, for an order that payments to the Out of Contract Player may cease without affecting his Club's entitlement to a Compensation Fee.

9.83. A Club which having continued to pay the Player the amount of his basic wage under Rule 9.81.3 intends to cease making such payments shall give to the Player 2 weeks' notice to that effect and upon a Transferee Club effecting the Player's New Registration the Club shall not be entitled to a Compensation Fee.

The Compensation Fee

- 9.84. The Compensation Fee payable by a Transferee Club to a Transferor Club upon the transfer of the registration of a Contract Player to the Transferee Club shall be such sum as shall have been agreed between the Transferee Club and the Transferor Club and set out in the Transfer Agreement.
- 9.85. The Compensation Fee likewise payable in respect of an Out of Contract Player under the provisions of Rule 9.75 shall be:
- 9.85.1. such sum as shall have been agreed between the Transferee Club and the Transferor Club or in default of agreement;
- 9.85.2. such sum as the Appeal Committee on the application of either Club shall determine.
- 9.86. An agreement for an International Transfer and a Transfer Agreement with a Transferor Club which is not in membership of the League shall provide that the Compensation Fee and any installments thereof payable by the Transferee Club shall be paid to the LMC by telegraphic transfer or by such other means as the Board may from time to time direct for payment to the Transferor Club in accordance with these Rules.

Registration of Players

- 9.87. The registration of a player shall be in the form and manner prescribed by the LMC.
- 9.88. A player shall only register and play for one Club in the League during a season, except properly transferred to another Club with the season; provided that a player may not play for more than two clubs within the same season.
- 9.89. Any player found guilty of double registration or false procurement of registration or transfer shall be suspended for a period of up to one year.
- 9.90. Any Club found guilty of deliberate involvement in double registration or false procurement of registration or transfer shall be liable to a minimum fine of N1,000,000.00, in addition to any further sanctions as the LMC may deem fit, under Section C; provided that no match shall be cancelled or

points deducted or awarded where the registration or transfer of a player is found to have been false, illegal or irregular.

Elite Player Scheme

- 9.91. There shall be an Elite Player Scheme wherein each Club shall be allowed to register a maximum of two (2) Players who in the opinion of the LMC will add value to the League.
- 9.92. The criteria to be considered by the LMC include that the Player has played for any of the Nigeria National Teams, or in top league abroad or is such a special Player that will add value to the League.
- 9.93. The LMC may contribute such sum or percentage towards the remuneration of an Elite Player registered by a Club as the LMC deems fit.

Foreign Players

- 9.94. Each Club shall be permitted to register a maximum of 5 foreign Players, not more than 3 of whom shall be named in a match day squad.
- 9.95. A foreign Player does not include a Player from the ECOWAS region or other country or region with which Nigeria has a binding agreement on the free movement of workers; provided that there shall be at least one home-grown Player for every 4 non-Nigerian Player that is registered.
- 9.96. A home-grown Player is one who is an indigene from within 300 square kilometers of the location of the Club.

10. Directors' Reports

- 10.1. For the purposes of a Report, Material Transactions shall comprise any payment or financial obligation (or any series of connected payments or financial obligations relating to the same transaction) made or undertaken by or to or in favour of a Club and recorded in its accounting and administration records which is (or are) in respect of any of the following:

- 10.1.1. Compensation Fees, or Loan Fees; or

10.1.2. remuneration of Players (including, for this purpose, any benefits they are entitled to receive); or

10.1.3. payments to or for the benefit of Agents; or

10.1.4. Third Party Payments;

and remuneration of and payments to or for the benefit of Players or Agents shall in each case include payments made by or on behalf of a Club to or for the benefit of a Player or Agent (as the case may be) including, for this purpose, to any company or trust in which the Player or Agent (as the case may be) has an interest.

10.2. Brief particulars of each Material Transaction sufficient to identify its date(s), its amount(s) and the nature of it shall be recorded by a Club and the record shall be made available on demand to its Directors, its Auditors and the League.

10.3. Directors of a Club (including non-executive Directors) shall take such steps as are reasonably necessary to satisfy themselves that their Club's record of Material Transactions is complete and correct.

10.4. At the end of each of its accounting periods the Directors of each Club shall prepare or cause to be prepared a Report in Form 11.

10.5. Subject to Rule 10.6 below, upon a Report having been prepared it shall be signed and dated by each of the Directors of the Club.

10.6. Any such Director who for any reason is unwilling to sign the Report shall note the Report to that effect, giving full reasons.

10.7. Any Director signing a Report who knows or ought reasonably to know that it or any part of it is false or misleading in any way and any Director noting a Report knowing that such note or the reasons given by him are false or misleading in any way will in either case act in breach of these Rules and will be liable to be dealt with in accordance with the provisions of Section C (Disciplinary).



10.8. Managers, Players and Officials shall cooperate fully with the Directors and Auditors of their Club in the preparation of Reports and Auditors' Reports.

10.9. The Objectives referred to in the Report are to ensure that:

10.9.1. in relation to Compensation Fees:

10.9.1.1. the Club has formally adopted a written transfer policy identifying who on its behalf has authority to negotiate Players' transfers and the terms of Players' contracts, what approvals (if any) are required before such authority is exercised and who is the Authorized Signatory; and

10.9.1.2. Material Transactions have been entered into by the Club strictly in accordance with its transfer policy and the provisions of these Rules;

10.9.2. in relation to remuneration of Players, details of their remuneration and any benefits they are entitled to receive are fully disclosed in the Players' contracts and the terms thereof have been strictly observed;

10.9.3. in relation to payments to or for the benefit of Agents:

10.9.3.1. all Material Transactions between Clubs and Agents are evidenced in writing; and

10.9.3.2. all Material Transactions between Clubs and Agents are authorized by a person appointed by the Directors of the Club for that purpose;



10.9.4. in relation to Third Party Payments:

10.9.4.1. all contracts and arrangements in relation thereto have been entered into by the Club with the authority of its Directors or a person appointed by them for that purpose; and



10.9.4.2. the terms of such contracts and arrangements have been strictly observed; and

10.9.4.3. in all such cases all elements of the Material Transaction have been accurately and completely entered into the accounting and administration records of the Club on a timely basis, including the record required by Rule 10.2.

10.10. By the commencement of the Season each Club shall cause its Auditors to submit its Report together with its Auditor's Report in Form 12 to the Secretary on behalf of the Board and the Board shall be entitled to rely on the contents of any Report and any Auditor's Report in exercising its powers set out in Section C of these Rules (Disciplinary).

10.11. The Board shall have power at any time to disqualify Auditors from preparing Auditor's Reports.

10.12. It shall be a condition precedent to the exercise of such power that the Board shall have communicated with the Club for which the Auditors in question act setting out fully its reasons and inviting the Club and its Auditors within 21 days to show cause why its Auditors should not be disqualified.

10.13. A Club to which such a communication is addressed shall be entitled within the said period of 21 days to require the Board to exercise its power of inquiry to inquire into the reasons for the proposed disqualification and both the Club and the Auditors in question shall be entitled to appear before the Board when conducting such inquiry.

10.14. In the event of a Club's Auditors being disqualified under the provisions of this Rule, the Club in question shall as soon as practicable appoint other auditors to replace them.

11. Associations between Clubs

11.1. A Club shall not either directly or indirectly:

11.1.1. apply to hold or hold any Holding in another Club; or

- 11.1.2. issue any of its Shares or grant any Holding to another Club; or
- 11.1.3. lend money to or guarantee the debts or obligations of another Club; or
- 11.1.4. borrow money from another Club or permit another Club to guarantee its debts or obligations; or
- 11.1.5. be involved in or have any power to determine or influence the management or administration of another Club; or
- 11.1.6. permit any other Club to be involved in or have any power to determine or influence its management or administration.

Club Officials

- 11.2. An Official of a Club shall not:
 - 11.2.1. be an Official of another Club; or
 - 11.2.2. either directly or indirectly be involved in or have any power to determine or influence the management or administration of another Club.
- 11.3. A Club shall not appoint as an Official anybody who:
 - 11.3.1. is an Official of another Club; or
 - 11.3.2. either directly or indirectly is involved in or has any power to determine or influence the management or administration of another Club.

Dual Interests

- 11.4. No Person may either directly or indirectly be involved in or have any power to determine or influence the management or administration of more than one Club.
- 11.5. No Person may either directly or indirectly hold or acquire any Significant Interest in a Club while such Person either directly or indirectly holds any Holding in another Club.

- 11.6. A Club shall not either directly or indirectly issue Shares of any description or grant any Holding to any Person that either directly or indirectly already holds a Significant Interest in another Club.

Club Contracts

- 11.7. No Club shall enter into a contract which enables any other party to that contract to acquire the ability materially to influence its policies or the performance of its team in League Matches.
- 11.8. Clubs are entitled to contract with Sponsors for their players and officials outfits to carry advertisement subject to the approval of LMC.
- 11.9. The LMC must be notified by the Clubs before commencing negotiation of such contracts and all contract terms and conditions between Clubs and Sponsors/Partners must be forwarded to LMC for approval.
- 11.10. 10% of the total financial earning of the Clubs from any such contract shall be paid to the LMC for further distribution to other Clubs.
- 11.11. No sponsor shall be allowed to contract as the shirt sponsor of more than two Clubs of the League at the same time.
- 11.12. The Clubs and Sponsors/Partners in breach of Rules 11.7, 11.9 and 11.11 above shall be culpable of devaluing the League brand and such Clubs shall be fined N1,000,000.00 (One Million Naira only) for each Match day that they so remain in default of these Rules.
- 11.13. It shall not be a defence available to the defaulting Clubs that such contracts were entered into before the commencement of the Season.
- 11.14. When two Clubs with same shirt Sponsor play against each other in any match, the Referee and other Match Officials shall ensure the visiting or away Club must change its strip to another which may carry another product of the same Sponsor.
- 11.15. Any match played in breach of Rule 11.14 shall be nullified and replayed at a date to be determined by LMC at the cost of the two defaulting Clubs.

Notarization and Registration of Contracts

- 11.16. All contracts or agreements entered into between Clubs and Players or Corporate Sponsors etc. shall be notarized, and the Club shall submit a copy of such contract to the LMC within 7 days of execution.

12. Medical

Appointment and Qualifications of Medical Personnel

- 12.1. Each Club shall appoint at least one part-time team doctor and one part-time crowd doctor and employ one full-time senior physiotherapist.
- 12.2. Any doctor appointed by a Club (including, without limitation, the team doctor and crowd doctor appointed pursuant to Rule 12.1) shall be a registered medical practitioner licensed to practice by the Medical and Dental Council of Nigeria. A doctor (including, without limitation, the team doctor appointed pursuant to Rule 12.1) whose responsibilities include giving medical treatment to players and who was appointed on or after the commencement of the Season who has not previously held such an appointment must hold the Diploma in Sports Medicine or an equivalent or higher professional qualification.
- 12.3. A crowd doctor appointed by a Club shall be a registered medical practitioner.
- 12.4. The senior physiotherapist employed by a Club shall be a Physiotherapist with appropriate skills and qualifications.
- 12.5. Any assistant physiotherapist employed by a Club shall be a Chartered Physiotherapist or a registered member of the relevant medical body.
- 12.6. Team doctors and therapists appointed by a Club shall each year undertake continuing professional development and shall maintain a record thereof and produce the same for inspection by a duly appointed representative of the LMC when requested and in addition shall attend educational conferences and seminars whenever organized by the LMC.

Attendance of Medical Personnel and Provisions of Medical Facilities

12.7. At every League Match:

- 12.7.1. each participating Club shall procure the attendance of its team doctor and the Home Club shall procure the attendance of its crowd doctor. The Home Club's team doctor and crowd doctor shall be available throughout and for a reasonable time before and after the match;
- 12.7.2. each participating Club shall procure the attendance of a physiotherapist who is qualified as required by Rule 12.4;
- 12.7.3. each participating Club's team doctor and therapist (who shall be qualified as required by Rule 12.4) shall occupy that Club's trainer's bench during the League Match;
- 12.7.4. the Home Club shall procure the attendance of at least two fully qualified and appropriately insured paramedics who shall be available to assist with on-field medical incidents;
- 12.7.5. no person other than a participating Club's team doctor, therapist (who shall be qualified as required by Rule 12.4) or the paramedics referred to in Rule 12.7.4 shall be permitted to treat Players or Match Officials on the field of play;
- 12.7.6. the Home Club shall provide a minimum of 2 stretchers and an appropriately trained team of stretcher bearers for each stretcher to remove injured Players or Match Officials from the field of play;
- 12.7.7. the Home Club shall provide a medical treatment and examination room close to both teams' dressing rooms and shall ensure that the mandatory equipment as prescribed by the Board from time to time is available;
- 12.7.8. the Home Club shall ensure that throughout each League Match a fully equipped dedicated and appropriately insured ambulance suitable to carry an emergency casualty and staffed by a person



or persons qualified to perform essential emergency care en route is available at the ground to transport any Player or Match Official requiring emergency treatment to hospital;

12.7.9. the Home Club shall also ensure that part of the dedicated equipment available for use throughout each League Match is a Defibrillator.

12.7.10. the Home Club shall before each League Match make available to the Visiting Club an emergency care/medical information sheet in the manner prescribed by the Board from time to time.

Head Injuries

12.8. The Referee, other match officials and trainers, as the case may be, shall ensure that any League match, other match or training is immediately stopped to allow any Player who sustains a head injury receive prompt medical attention.

12.9. Any Player, whether engaged in a League Match, any other match or in training, who having sustained a head injury leaves the field of play, shall not be allowed to resume playing or training (as the case may be) until he has been examined by a medical practitioner and declared fit to do so.

Medical Records

12.10. Each Club shall carry out medical examinations on all its Contract Players and keep medical records which shall be made available for inspection by authorized representatives of the LMC.

12.11. Where the transfer including the Temporary Transfer of the registration of a Contract Player is being negotiated between Clubs, the Club holding the registration shall at the request of the other Club provide to it the medical records of the Contract Player in question (including for the avoidance of doubt any records which the Club holds of the cardiac screening of the Player).



Medical Insurance and Pension

- 12.12. The Clubs shall ensure that they maintain a medical insurance scheme approved by the LMC and comply with all relevant Pension laws and or special bridging Players pension approved by the LMC.

13. Fixtures

- 13.1. The dates of League Matches shall be fixed and published by the Board as soon as practicable prior to the commencement of each Season and except as otherwise provided in this Section of these Rules, League Matches shall be played on the dates thus fixed.
- 13.2. LMC shall publish the League Match fixtures in such manner or by such medium of communication which in its judgment best secure or enhance the commercial interests of the League.
- 13.3. No fixtures shall be arranged on or on any of the 6 days preceding the 4or such other dates agreed between the League and the NFF prior to each Season upon which international matches will be played.
- 13.4. League Matches may be played on Fridays, Saturdays Sundays, Mondays, Mid-Week or any period as may be decided by the Board, subject to Broadcasting requirements if intended to be televised live.
- 13.5. No complaints on the League Table shall be entertained after the League champions for the season had been declared and ratified by LMC and NFF.
- 13.6. Only the League Table released by LMC shall be deemed authentic.
- 13.7. All intellectual property and other rights in the League's fixture list shall belong to the LMC.



Rearranging Fixtures

- 13.8. The LMC shall have power at any time to change the date upon which a League Match is to be played. In exercising such power the LMC may, as the circumstances require, consult with and take into account any



representations made by the Clubs participating in the League Match in question and any other Clubs which may be affected thereby.

13.9. A Club engaged in any match played in a National or International competition and has a League Match within 48 hours prior to or after, such match may request the rescheduling of the League Match provided that:

13.9.1. it makes the request to the LMC and gives notice to that effect to its League Match opposing Club within 72 hours of the date of the National or International match being fixed (or, if the period of 72 hours expires on a day which is not a Working Day, by close of business on the first Working Day thereafter);

13.9.2. The rearrangement of the League Match does not result in the opposing Club having to play another League Match, National or International match within 2 days of the rearranged League Match being played.

13.10. A Club may, not less than 72 hours before the time fixed for any Match, apply to the LMC to rearrange a fixture and in considering whether to exercise its power to do so the Board shall have regard also to:

13.10.1. the principle that such applications shall not normally be granted in respect of more than 2 League Matches in any one week;

13.10.2. the effect any such rearrangements would have on published football fixture and broadcast arrangements.

13.11. No Club shall either by itself or in conjunction with any other Club cancel or rearrange a fixture, either as to time or venue, in breach of Rule 13.10 above.

13.12. Any Club in breach of Rule 13.10 and 13.11 above shall be fined such amount of money in addition to such other disciplinary sanctions as the LMC in the circumstances may deem fit.

Arranging other Matches

- 13.13. A Club shall not arrange to play a friendly match during the Season:
- 13.13.1. until the dates of League Matches for that Season have been fixed and published; or
 - 13.13.2. such that it adversely affects a League Match.

Other Competitors

- 13.14. A Club shall not enter or play in any competition other than as approved by the LMC.

Postponement of League Matches

- 13.15. A League Match shall not be postponed or abandoned except:
- 13.15.1. When on the date fixed for it to be played either the Home Club or the Visiting Club is competing in a competition; or
 - 13.15.2. With the approval of or on the instructions of the officiating referee; or
 - 13.15.3. on the instructions of or with the prior written consent of the LMC.
- 13.16. Upon a League Match being postponed or abandoned in accordance with Rules 13.15.1, 13.15.2, or 13.15.3, the LMC will thereupon exercise its power under Rule 13.8 and fix a date upon which the League Match in question shall be played.

Failure to play a League Match

- 13.17. Except in the case of a League Match which, without either of the participating Clubs being at fault, is postponed or abandoned under the provisions of Rule 13.11, any Club which causes the postponement or abandonment of a League Match on the date fixed under Rule 13.11 or to which it is rearranged will be in breach of these Rules and shall be penalized under the provisions of Section C of these Rules (Disciplinary).

Encroachment

- 13.18. No person shall encroach onto or throw objects towards the field of play at any time in the course of a match, whether before, during or after the match or during the half-time interval.
- 13.19. Where a match is discontinued as a result of encroachment, throwing of objects towards the field of play or other similar act of misconduct, the Club responsible may be fined up to the sum of N5,000,000.00 (Five Million Naira only), in addition to any other applicable sanction.

Disturbances and Disruption

- 13.20. Without prejudice to Rule B13.55, any match discontinued under Rule B13.19 **may** be concluded at a subsequent date, venue and time as shall be determined by the LMC, the scores of the match at the point of discontinuation shall stand and the conclusion of the match shall be only for the period of the Match outstanding by reason of the disruption and discontinuation.
- 13.21. Any Club guilty of disturbances in the course of its home match **may** be ordered to play such number of subsequent home matches behind closed doors as may be determined by the LMC. However, where the disturbances result in discontinuation of the match, the Club **may** be ordered to move to a different venue for such number of subsequent home matches as may be determined by the LMC.
- 13.22. Supporters of any Club that persistently cause disorder either at home or away may be banned from all League match venues for such a period as the LMC deems fit.
- 13.23. The LMC reserves the right to cause the club with violent supporters to pay for damages for which they might be held responsible for before, during, and after any match.
- 13.24. Where it is established that disturbances and or disruption of matches at any venue(s) was caused by visiting Club(s), such Club(s) may be fined up to the sum of N5, 000,000.00(Five Million Naira Only) payable within 14 days and may be banned to a neutral ground to play their

matches for a minimum of three matches in addition to any other sanction the LMC may deem appropriate.

Failure to Honour Matches

- 13.25. Any Club that fails to honour its fixture obligation without any reason acceptable to the LMC may be fined up to the sum of N10,000,000.00 (Ten Million Naira only) payable to the LMC;

Provided that where the reason adduced is acceptable to the LMC, the fixture shall be rescheduled and the Club shall be liable to pay for any extra expenses that may be incurred by the other team as may be determined by the LMC; and where the reason adduced is not acceptable to the LMC, in addition to the fine above, the erring club shall forfeit the match to its opponent by 3 points and 3 goals.

- 13.26. Any Club that refuses to continue with a game for a period up to five (5) minutes in a match or till the expiration of full time of either half of the game or walks-off the pitch in any form of protest against a decision of the referee or otherwise shall be liable to a fine of up to N3,000,000.00 (Three Million Naira only) payable before the Club's next match. In addition, the Club shall forfeit 3 points and 3 goals or the scores of the match at the point of discontinuation, whichever is higher, which shall then be credited to the opponent. Further, 3 points **may** be deducted from accruable points of the Club.

- 13.27. If a club fails to honour two consecutive or three cumulative matches without a reason acceptable to LMC, such club shall be expelled from the League and its matches, played and unplayed, shall be cancelled. The expulsion shall have the effect of demotion to the third tier football league i.e. the Club shall not be eligible for re-admission into the NPFL for the next 2 seasons.

- 13.28. Where a Club is expelled from the League pursuant to Rule B13.27 (i.e. other than by reason of relegation from the League), the registration of each of its Players, except those held on the basis of a Temporary Transfer, shall vest in the LMC, which shall have the power to transfer

those registrations as it deems fit and to receive any Compensation Fees to which that Club would otherwise have been entitled, and to pay any part or all of such Compensation Fees, in order of priority, to:

13.28.1. Any Player being owed by the Club;

13.28.2. any other Club to which Compensation Fees are owed by the Club;

13.28.3. any creditor of the Club;

13.28.4. the Club

13.29. If a club vehicle breaks down on its way to a match, the club must send an official to the venue of the match to report before the start of the match. The match shall then be played the next day. If the club still fails to show up the club shall be fined Two Million Naira only (N2, 000, 000.00) and the match replayed.

Withdrawal from the League

13.30. Where a Club withdraws from the League at any time, such Club shall:

13.30.1. be relegated to the 4th tier league and or shall not be eligible to participate in the NPFL for the subsequent three (3) seasons;

13.30.2. be liable to a minimum fine of Three Million Naira Only (N3,000,000.00);

13.30.3. be liable to forfeit income otherwise accruable to it from commercial agreements entered into for the benefit of the League, and

13.30.4. all matches previously played by the club in the season, if any, shall be cancelled and the results thereof shall be considered null and void in determining the League rankings; however, the Club shall remain liable for all penalties previously incurred, including fines and suspensions.



Provided that where the withdrawal is due to force majeure or any exceptional reasons acceptable to the LMC, the LMC shall take such decisions as it deems fit in the circumstances.

Replaying a League Match

- 13.31. The LMC shall have power to order that a League Match be replayed as the circumstances may require under these Rules.

Match Delegate

- 13.32. Without prejudice to the appointment of a Match Commissioner and a Referee Assessor by the NFF, the LMC will appoint a match delegate to attend each League Match and the Home Club shall ensure that he is allocated a prime seat and allowed access to all areas of the ground.
- 13.33. The match delegate will act as the official representative of the LMC at the League Match to which he is appointed and he will report thereon to the LMC.
- 13.34. The fees and expenses of the match delegate will be paid by the LMC at the going rate.

Full Strength Teams

- 13.35. In every League Match each participating Club shall field a full strength team.

Minimum Age

- 13.36. A Player who for the purpose of Youth Development is placed in an age group below age 16 (Sixteen) shall not be named in a Club's team sheet for or participate in a League Match.

Team Sheet

- 13.37. At least 60 minutes before the time fixed for the kick-off of a League Match, a senior member of the coaching staff and the first team captain of each participating Club shall attend a briefing with the referee and

hand to him and their opponents and make available to the media a team sheet containing the following particulars:

- 13.37.1. the shirt numbers and names of its Players (including substitute Players) who are to take part in that League Match;
 - 13.37.2. the colour of the Strip to be worn by its Players, including the Goalkeeper;
 - 13.37.3. the names and job titles of up to 7 Officials who will occupy the trainer's bench during that League Match.
- 13.38. If any Player (or substitute Player) named in a team sheet is injured after the submission of the team sheet but before kick-off, upon the referee being satisfied that the injury is such that the Player in question cannot reasonably be expected to play, the name of another Player may be added to the team sheet as a Player or substitute Player.
- 13.39. No Player whose name does not appear on his Club's team sheet shall take to the field of play in that League Match.
- 13.40. Any Club acting in breach of Rule 13.37 will pay a fixed penalty of N1,000,000.00 in respect of a first such breach, N1,500,000.0 in respect of a second such breach and N2,500,000.00 in respect of a third such breach or as amended and published by the LMC from time to time. Any subsequent breach shall be dealt with under the provisions of Section C.

Substitute Players

- 13.41. In any League Match a Club may include in its team sheet up to 7 (seven) substitute Players of whom not more than 3 (three) may take part in the League Match subject to the conditions set out in the Laws of the Game.
- 13.42. Not more than 3 (three) substitute Players of each Club shall warm up at the same time on the perimeter of a pitch upon which a League Match is being played.

Kick-Off

- 13.43. The LMC in consultation with the participating Clubs, the terrestrial, digital television or radio broadcasters, whichever are relevant, shall determine the kick-off time of League Matches which are televised or aired live on radio.
- 13.44. In the case of all other League Matches, the LMC shall fix the time of kick-off.
- 13.45. Each Club participating in a League Match shall adhere to the kick-off time and the Home Club shall report any delay to the League together with any explanation thereof.
- 13.46. Any Club which without good reason causes to be delayed either the kick-off of a League Match from the time fixed or the re-start after the half-time interval:
- 13.46.1. shall on the first such occasion pay a fixed penalty of N150,000.00 if the delay does not exceed 15 minutes;
- 13.46.2. shall on a second or subsequent occasion within the season of the first such occasion or if in any case the delay exceeds 15 minutes be dealt with under the provisions of these Rules.

Processional Entry

- 13.47. Teams participating in a League Match will proceed together onto the field of play 5 minutes before kick-off, led by the Referee and the Assistant Referees.

Use of Official Ball

- 13.48. In all League Matches the Home Club shall provide and the participating Clubs shall use only the official ball approved from time to time by the LMC.

Occupation of the Trainer's Bench

- 13.49. The trainer's bench shall be occupied during a League Match only by substitute Players and Officials whose names appear on the Team Sheet.

- 13.50. Any Player who is dismissed from the field of play shall proceed immediately to the dressing room and shall not occupy the trainer's bench.

Use of Technical Area

- 13.51. Either the Manager or the team Coach may convey tactical instructions to the Players during a League Match from the edge of the technical area.

Security

- 13.52. The home team shall ensure that there is adequate security, crowd control and restriction of access by unauthorized persons from all restricted areas in the course of a match.
- 13.53. Substitute players, club officials and other unauthorized persons shall not stand or stay behind the goal posts during a match.

Duration of League Matches

- 13.54. Subject to the provisions of these Rules and the Laws of the Game, the duration of a League Match shall be 90 minutes.
- 13.55. Where a League match for whatever reason, not already provided for in these Rules, lasts for less than 90 minutes, the LMC may, in its absolute discretion, order that:
- 13.55.1. the match be continued or replayed; or
 - 13.55.2. the part of the match already played and the scores at the time shall count as a complete fixture.
- 13.56. The half-time interval in League Matches shall be 15 minutes.

Notification of League Match Results

- 13.57. Within 24 hours of a League Match each participating Club shall submit its match results to the LMC.

Penalties

13.58. Any Club acting in breach of Rules 13.49 or 13.50 will pay a fixed penalty of N100,000.00 (One Hundred Thousand Naira only) in respect of a first such breach, N150,000.00 (One Hundred and Fifty Thousand Naira only) in respect of a second such breach and N200,000.00 (Two Hundred Thousand Naira only) in respect of a third such breach or as amended and published by the LMC from time to time. Any subsequent breach shall be dealt with under the provisions of Section C of these Rules (Disciplinary).

Registration: General

13.59. No club may register a player or coach with the League where, at the time of such application for registration with the League such club is in breach of any provision of an order or award by the Appeals Committee of the League, such order or award as may be made by an Arbitrator on appeal, in respect of monies contractually due, owing and payable by such club to any player or coach previously or currently registered by such club with the League.

13.60. The defaulting club may thereafter only register a player or coach with the League upon having furnished the LMC with:

13.60.1. written proof of compliance with the order or award; or

13.60.2. a written agreement signed by both the defaulting club and the player or coach expressly novating the order or award in which case the order or award will be of no force or effect.

13.61. No player shall be registered with a Club unless his registration complies with all the requirements for registration and for eligibility set out in these rules.

13.62. No player shall simultaneously be registered with more than one Club.

Time of Registration

13.63. The registration period will be as determined by the LMC.

13.64. In all cases when a Club applies to register a player it will forward the following items to the LMC during office hours (between 8:00 a.m. and 5:00 p.m. on weekdays):

- 13.64.1. a completed registration form, clearly stating whether the player is a full professional or amateur player;
- 13.64.2. a certified copy of the player's passport or identity document;
- 13.64.3. a medical certificate issued by a duly qualified sports medicine institution or practitioner from a list of eligible institutions or practitioners accredited by the LMC from time to time;
- 13.64.4. two recent colour passport-sized photographs of the player with the player's name clearly marked on the back thereof;
- 13.64.5. in cases where the player is a professional, two copies of the player's duly executed contract in separate sealed envelopes unless the contract has already been lodged by a club;
- 13.64.6. in cases where the player was previously registered as an amateur, a clearance certificate from the player's previous club or proof that the player's amateur registrations only apply for one season;
- 13.64.7. in cases where the player is not a Nigerian citizen or permanent resident, proof that the player is lawfully entitled to be employed in Nigeria by the club which is submitting the registration;
- 13.64.8. in cases where a player was previously registered to a club in another country, an International Transfer Certificate obtained by the NFF from the national association of the player's previous club;
- 13.64.9. an order from the Appeals or Arbitration Committees of the NFF stating that the Player has been declared a free agent or confirmation from the LMC that the Player is an Out of Contract Player.



- 13.65. Upon compliance with the requirements set out in these Rules relating to registration and in respect of any particular player, the LMC will issue that player's Club with a registration card reflecting that the player is duly registered with the club concerned.
- 13.66. Nothing in the foregoing shall preclude the LMC from permitting a Player to register for another Club where the right to unilateral termination of contract for 'just cause' or for 'sporting just cause' under the relevant FIFA Regulations is established.

14. Scouts

- 14.1. The LMC shall keep a register of Scouts.
- 14.2. Each Club upon employing or engaging a Scout shall within 5 days thereof apply to register him by duly completing Form 13 and submitting to the Secretary a copy of the document by which, in accordance with Rule 15.2, the Club binds the Scout to comply with these Rules.
- 14.3. The LMC shall register a Scout and shall notify the applicant Club to that effect upon being satisfied that:
- 14.3.1. the Club has complied with Rule 14.2 above; and
 - 14.3.2. the Scout the subject of the application is not currently registered as the Scout of another Club.
- 14.4. Except during the period of 5 days mentioned in Rule 14.2 above, no Club shall employ a Scout who is not registered under the provisions of this part of these Rules unless it has made an application to register him which has yet to be determined.
- 14.5. Upon a Club ceasing to employ or engage a registered Scout it shall within 5 days thereof give notice to that effect in Form 14 to the Secretary who shall thereupon remove the name of such Scout from the register.
- 14.6. Each Club shall issue to each of its registered Scouts a formal means of identification which shall include:

- 14.6.1. the name of the Club by which it is issued; and
 - 14.6.2. the signature of an Authorized Signatory of the issuing club; and
 - 14.6.3. a photograph of the Scout; and
 - 14.6.4. the Scout's signature.
- 14.7. Scouts shall conduct themselves in accordance with the Code of Conduct for Scouts set out in these Rules and any failure to do so shall constitute a breach of these Rules.

15. Miscellaneous

- 15.1. Each Club shall employ and provide written terms of reference to:
- 15.1.1. an Official or Officials responsible for the delivery of the Club's policy with regard to its stakeholders insofar as that policy concerns supporters and acting as a point of contact for supporters and liaising regularly with the Club's management (including without prejudice to the generality of the foregoing, on safety and security related issues);
 - 15.1.2. an Official who shall be responsible for running the daily business of the Club with the support of a sufficient number of administrative staff in suitable and appropriately equipped offices, who can be contacted during normal office hours;
 - 15.1.3. an Official who holds a nationally recognized qualification as an accountant or auditor, or who has sufficient experience to demonstrate his competence as such, who shall be responsible for the Club's finances; and
 - 15.1.4. a press or media officer who holds a nationally recognized qualification in journalism or who has sufficient experience to demonstrate his competence as a press or media officer.

- 15.2. Each Club shall bind each of its Officials:



- 15.2.1. to comply with these Rules during the period of their appointment or employment and in the case of resignation or retirement, at all times thereafter; and
- 15.2.2. to seek its permission before contributing to the press, television or radio.
- 15.3. Save as otherwise permitted by these Rules, no Club shall directly or indirectly induce or attempt to induce any Player, Manager, Coach, assistant manager or coach or other senior first team football coach of another Club to terminate a contract of employment with that other Club (whether or not by breach of that contract) or directly or indirectly approach any such employee with a view to offering employment without the consent of that other Club.
- 15.4. A breach of Rule 15.3 above shall be dealt by LMC in accordance with the disciplinary provisions of these Rules.

Betting

- 15.5. No Club, Official or Player may, in connection with betting on an event in, or on the result of, a League Match:
- 15.5.1. offer or receive a payment or any form of inducement to or from any Club or the Official or Player of any Club; or
- 15.5.2. receive or seek to receive any payment or other form of inducement from any Person.



Match Fixing

- 15.6. It is gross misconduct for any Club, Official/Member, Player, Match Officials to offer or attempt to offer either directly or indirectly any inducement whatsoever to Club or Match Officials appointed to officiate in a match of the League with a view to influencing the result of the match or act in sympathy during officiating.

- 15.7. Any Club, official, member, player, Match Officials found guilty under Rule 15.5 above shall be banned for five (5) years and the result of the match if already played and won by the offending club shall be nullified.
- 15.8. Any Club, Official/Member, Player, Match Official who by whatever arrangement with any other person(s) or organization influences or attempts to influence the result of a match shall be deemed guilty of gross misconduct.
- 15.9. On confirmation of such allegation, the following shall apply:
- 15.9.1. a fine of Twenty Million Naira Only (N20,000,000. 00) each shall be imposed on the erring clubs;
 - 15.9.2. the result of the match shall be cancelled;
 - 15.9.3. in addition to the above the two clubs shall be expelled from the league;
 - 15.9.4. any person(s)/club official(s) found guilty of involvement shall be banned for a minimum period of five (5) years and the matter shall be reported by the LMC to the Police prosecution.

Banned Substances

- 15.10. The following items are banned from all match venues:

- 15.10.1. arms, ammunition and weapons
- 15.10.2. bottled/canned drinks (excluding plastic bottles)
- 15.10.3. projectiles and missiles
- 15.10.4. alcoholic drinks
- 15.10.5. all forms of narcotics

Match Commissioners in conjunction with the Heads of security shall ensure compliance before the commencement of matches.

Players Invited to National Camps

- 15.11. At any particular time when there are no international engagements for the National Teams, players in the National Camps shall be released to play for their clubs in the League.
- 15.12. The clubs concerned shall, however, guarantee the return of such player(s) to the National Camps within 48 hours after the club's engagement or as may be agreed with the handlers of the National Teams, whenever the presence of their players are required by the National team handlers.
- 15.13. Appropriate disciplinary measures shall be taken by the LMC against any club violating this section.
- 15.14. Where a club has five (5) players in the National Camps, its matches may be postponed at the request of the club in writing: provided such application is received not later than 72 hours before the scheduled match.

Supporters Club

- 15.15. Clubs shall register their supporters clubs which must be properly constituted and recognized. They must be easily identified by the colours of their uniform at match venues.
- 15.16. Clubs shall be held responsible for the behavior of their supporters before, during, or after any match.

Prohibition of Political, Religious Messages etc.

- 15.17. The use of words, objects or other means to transmit or display any message that is not fit for a football or other sporting event, particularly messages of a political, religious, discriminatory or provocative nature is prohibited and punishable under section C (Disciplinary Provisions).



Update

- 15.18. Subject to the powers of NFF, the LMC shall yearly update these Rules to reflect and adapt to the Laws of the Game and all other relevant laws.

Match Tickets/Stadium Entry

- 15.19. Matchday tickets shall be used and issued by the home Club, including for free entry, for record and crowd control purposes. The home Club shall communicate to the LMC, not less than 72 hours before the date of any League match, the ticket prices of the various classes of tickets for admission to the match. The prices of tickets must be reasonable and the LMC shall have the power to limit ticket prices.
- 15.20. No Club shall be entitled to change the ticket prices communicated to the LMC. A breach of this Rule shall result in a fine of N500,000.00 (Five Hundred Thousand Naira only) for the defaulting Club.
- 15.21. No Club shall sell match day or season tickets before complying with the registration requirements stipulated in these Rules and registered to play in the League by the LMC.
- 15.22. All Clubs shall be obliged to grant free stadium entry to students dressed in school uniform as well as to persons below the age of 16 years, who are accompanied by teachers or adults.

Matters not provided for

- 15.23. Any matter unforeseen or not provided for or, conflict in the interpretation and application of these Rules, shall be dealt with by the LMC as the circumstances require, having regards to the interest of fairness, good sportsmanship and the overall interest of the game of football.
- 15.24. In addition to these Rules, the LMC and the Clubs are subject to such decisions or rulings that the NFF may from time to time make as regards the eligibility of any person or group of persons to participate in the League or football related activity.



SECTION C:
Disciplinary Provisions

1. Misconduct

1.1. Players, Club officials and every person involved in the League shall at all times act in the best interest of the game and comply with the principles of fair play, sportsmanship, the rules and regulations governing the League and not act (whether through words, conducts or behaviour) in a manner capable of bringing the game into disrepute; failure of which constitutes misconduct and a breach of the League Rules.

1.2. "misconduct" includes:

1.2.1. a breach of any of the following:

1.2.1.1. the Laws of the Game;

1.2.1.2. these Rules;

1.2.1.3. the statutes and regulations of the NFF;

1.2.1.4. the statutes and regulations of CAF;

1.2.1.5. the statutes and regulations of FIFA;

1.2.1.6. any other relevant rule, regulation, order, requirement, directive or instruction

1.2.2. any conduct capable of bringing the game into disrepute.

1.3. Any player, official, supporter or other person who through words, action, conduct, gestures or provocative language incites others to commit violence or misconduct shall be dealt with under the disciplinary provisions herein.

Yellow and Red Cards

2. A player who receives five (5) yellow cards at different matches during the season be suspended for the next immediate match after the fifth caution, and a subsequent accumulation of additional five (5) yellow cards in the same season

attracts a two-match suspension, while a further accumulation of five (5) yellow cards in the same season attracts suspension for the rest of the season.

3. A player who receives a red card, being accumulation of two (2) yellow cards during a match shall be suspended for the next match, whereas a straight red card attracts a suspension for the next three matches, while an accumulation of five (5) red cards within a season attracts suspension for the rest of the season.
4. Any player or official serving a suspension or ban from the previous season or from another club or league will have that suspension or ban carried over.
5. If it is established that, a team intentionally featured a player who had earlier received five (5) yellow cards or red card before the match in question, the affected team will lose 3 points 3 goals to its opponent.
6. For every yellow card offence a club shall be fined N10, 000.00 (Ten Thousand Naira only) and N20, 000.00 (Twenty Thousand Naira only)) for a red card.
7. A player or official sent off the field of play for any offence shall retire into the dressing room. Such player or official may face such other disciplinary measures as the LMC may determine.

8. Review of Red Card Decision

8.1. Where it appears that there is a serious and obvious error of the disciplinary decision of a Referee to issue a red card to a Player, within 24 hours of the completion of a match, the Player's Club may send written notice to the LMC of its appeal against the red card decision.

8.2. The notice in Rule 8.1 must be on the Club's letterhead and must include the following:

8.2.1. the ground(s) of the appeal, and

8.2.2. any and all evidence (e.g., video, picture, written statement, etc.) in support of the appeal.

8.3. The notice shall be accompanied by evidence of payment of a review fee of N100,000.00 (One Hundred Thousand Naira only).

8.4. Upon receipt of the notice, a Review Panel shall be set up by the LMC to review the red card decision; and

8.4.1. if the appeal succeeds, the red card decision will be rescinded and the review fee will be refunded;

8.4.2. if the appeal fails, the red card decision will stand and the review fee will be forfeited, in addition to any further sanction which the Panel deems fit to impose.

8.5. Where the Panel deems an appeal to have been frivolous, the Panel may impose such further sanctions as it deems fit.

Control of Players and Officials

9. Clubs are required to control their Players and Officials and ensure their proper conduct at all times.

10. No Player other than the captain is permitted to approach the Referee or match official in protest against any decision.

Assault

11. Any player or official who assaults a match official or any other person in the course of a match shall be suspended for a period which may be up to one (1) year in addition to any other sanction deemed appropriate in the circumstances.

12. A minimum fine of N250, 000.00 (Two Hundred and Fifty Thousand Naira only) shall be paid as compensation to each assaulted Match Officials by the offending club; provided that where the assault results in physical injury, loss of damage of personal property by a Match Officials, the cost of treatment beyond that covered by group insurance policy shall be borne by the offending Club, as well as the cost of replacement of lost or damaged property not exceeding the value of N500,000.00 (Five Hundred Thousand Naira Only).

13. Nothing in these rules precludes an assaulted person from going to court to seek redress for the assault.

14. The LMC may place a ban of at least one (1) year on a venue where Match Officials are for assaulted.

Power of Inquiry

15. The LMC shall have power to inquire into any suspected or alleged breach of these Rules and for that purpose may require any Manager or Coach, Match Official, Official or Player to appear before it and to produce documents.
16. Any Manager or Coach, Match Official, Official or Player who fails to appear before or to produce documents to the Board when required to do so under Rule 15 shall be in breach of these Rules.

Disciplinary Powers

17. The LMC shall have power to deal with any breach of these Rules by either:
 - 17.1. issuing a reprimand; or
 - 17.2. imposing a fixed penalty or other sanction where such provision is made in these Rules; or
 - 17.3. exercising its summary jurisdiction; or
 - 17.4. referring the matter to a Committee appointed by it; or
 - 17.5. referring the matter to the NFF for determination.
18. The sanctions which the LMC may impose for any breach of these Rules include:
 - 18.1. Caution
 - 18.2. Censure
 - 18.3. Reprimand
 - 18.4. Fine
 - 18.5. Cancellation of match
 - 18.6. Forfeiture or deductions of points

- 18.7. Order for a Club to play any number of its home matches behind closed doors
- 18.8. Movement of a club to a different venue for its home matches
- 18.9. Ban on stadium
- 18.10. Order for matches to be played on neutral ground
- 18.11. Suspension of fans or supporters of a particular Club
- 18.12. Suspension or ban on a player or official
- 18.13. Expulsion from the League or any other NPFL organized activities.
- 18.14. The execution of any of these sanctions may be suspended for a stipulated probationary period.
- 19. Where there is a repeated or aggravated breach of these Rules, the nature of such repeated or aggravated breach shall be taken into consideration, with a view to imposing more severe sanction(s).
- 20. Upon being satisfied that a fixed penalty is payable under the provisions of these Rules, the LMC shall give notice in Form 15 to the Club or person by whom it is payable.
- 21. Within 14 days of the date of a notice in Form 15 the Club or person to whom it is addressed may either:
 - 21.1. pay the fixed penalty; or
 - 21.2. appeal under the provisions of Rule 61.1 against the imposition of the same.
- 22. Failure to pay a fine or a fixed penalty forthwith or upon an appeal against the same being dismissed **may** in either case constitute a breach of these Rules. The LMC shall have the power to withhold or deduct from monies accruing to any Club, the sum of any fines or penalties payable by that Club.
- 23. The LMC's summary jurisdiction shall extend to any breach of these Rules (other than a breach for which a fixed penalty is prescribed) which in its

absolute discretion it considers should not be referred to a Committee under Rule 17.4 or to the NFF under Rule 17.5.

24. In exercising its summary jurisdiction the LMC shall be entitled to impose a fine not exceeding N5,000,000.00 per breach at any particular instance.
25. The LMC shall exercise its summary jurisdiction by giving notice in Form 16 to the Club or person allegedly in breach.
26. Failure to comply with the requirement contained in a notice in Form 16 shall constitute a breach of these Rules.
27. It shall be no answer to a request from the Board to disclose documents or information pursuant to these Rules that such documents or information requested are confidential. All Clubs and Persons subject to these Rules must ensure that any other obligations of confidentiality assumed are made expressly subject to the LMC's right of inquiry under these Rules. No Club or Person shall be under an obligation to disclose any documents rendered confidential by either statute or statutory instrument.
28. All persons who are requested to assist pursuant to these Rules shall provide full, complete and prompt assistance to the Board in its exercise of its power of Inquiry.
29. LMC and all Clubs undertake and resolve that no party subject to these rules shall have recourse to litigation or a court of law, either directly or through a third party, to settle any matter, grievance, dispute or disagreement arising from or connected with the application or operation of these Rules. Each Club shall take necessary steps to prevent, withdraw or discontinue any such legal action by a third party claiming to sue or act on its behalf and such Club shall indemnify the LMC against any liability it may incur on account of any such legal action. If a Club fails to take necessary steps and to prevent, withdraw or discontinue any such legal action within 2 weeks of receipt of a notice to that effect from the LMC, such Club shall be liable under these provisions.
30. Any party subject to these Rules who acts in breach or violation of Rule 25 above shall be subject to such disciplinary action, including expulsion from the League, as shall be deemed fit by LMC or NFF.

SECTION D:

Arbitration and Dispute Resolution

1. Any official or player of a club who intends to declare a trade dispute with a club over unfulfilled contract agreement or conditions of service shall in the first instance give a 30 days' notice to the Club management stating grounds of dispute.
2. A copy of the notice shall be sent to LMC for its intervention within the 30-day period.
3. If at the expiration of the 30-day period the dispute has not been resolved, the player or official may refer the matter to the Arbitration Committee of NFF for adjudication.
4. Decisions of the Arbitration Committee shall be final and binding on all parties concerned.
5. Failure by any club to comply with any decision of the Arbitration Committee may cause the Club to be expelled from the League.
6. Where a Club fails to comply with any decision or arbitral award within a stipulated period, the LMC shall have power to deduct from or withhold monies accruing to such Club, for the purpose of settling the debt.
7. By applying to or participating in the League, a Club shall be deemed to have waived its right to litigation, either directly or through a third party, and shall be deemed to have consented to the adoption of the dispute resolution mechanism operational under these Rules and to be bound by the decisions therefrom.



SECTION E:

Appeals, Adoption and Enforcement

1. Any party dissatisfied with the verdict of the NFF Disciplinary Committee reserves the right to appeal to the NFF Appeals Committee; provided that where an appeal or election for hearing pursuant to a notice in Form 16 fails or is found to have been frivolous, such party may be liable to such additional sanction as deemed fit in the circumstances.
2. Every appeal must indicate clearly and fully the ground(s) on which it is based and must be lodged in writing with the General Secretary of the NFF within 48 hours of the receipt of the verdict of the NFF Disciplinary Committee.
3. An appeal shall be accompanied by a fee of N500,000.00 (Five Hundred Thousand Naira only), which shall be refunded if the appeal is upheld.
4. The decision of the Appeals Committee on any football matter shall be final and binding on all parties and shall not be subject to litigation.

Adoption and Enforcement

5. The Rules of the Nigeria Professional Football League were first adopted and approved by the NFF Executive Committee on 25th February, 2014.
6. These Rules shall be in force throughout the 2016/2017 Season and shall remain in force thereafter until it may be reviewed.
7. These Rules were adopted at and came into effect from the 3rd Annual General Meeting of the LMC-NPFL held at Enugu, Enugu State on 11th December, 2016.

For League Management Company Limited:



.....
Shehu Dikko
(Chairman)



.....
Salihu Abubakar
(Chief Operating Officer)

NIGERIA PROFESSIONAL FOOTBALL LEAGUE FORMS



NPFL

FORM 1

LIST OF AUTHORISED SIGNATORIES OF _____ FOOTBALL CLUB
(Pursuant to the definition of authorised signatories in the Rules)

To: The Secretary
The LMC

The following Officials of the Club are Authorised Signatories:
Print Name Position Signature Limit of Authority (if any)

_____	_____	_____	_____
_____	_____	_____	_____
_____	_____	_____	_____
_____	_____	_____	_____
_____	_____	_____	_____
_____	_____	_____	_____
_____	_____	_____	_____
_____	_____	_____	_____
_____	_____	_____	_____
_____	_____	_____	_____

Signed: _____

Position: _____

Date: _____



NPFL

FORM 2

**DUAL INTEREST NOTICE
(Rule 5.6.1 of Section A)**

To: The Secretary
The LMC

Date:

Pursuant to Rule 5.8 we hereby give notice that a Person

*holds

*has acquired

*has ceased to hold

a Significant Interest in _____ Football Club.

The particulars required by Rule 5.6.2 are as follows:

1. The Person holding/acquiring/ceasing to hold* a Significant Interest in the Club is

(name) _____

of (address) _____

2. The details of the Significant Interest are as follows:

3. The proportion (expressed in percentage terms) which the Shares bear to the total number of Shares of that class in issue is _____ %

4. The proportion (expressed in percentage terms) which the Shares bear to the total number of issued Shares of the Club is _____ %

This notice is given on the basis that the words "Club" "Holding" "Person" "Shares" "Significant Interest" (together with any other defined terms comprising any part of the definitions set out therein) have the meanings set out in the Rules of the NPFL.

Signed: _____

Position: _____

* delete as appropriate

OWNERS' AND DIRECTORS' DECLARATION**(Rule 6.2 of Section A)**

To: The Secretary

The LMC

I, (full name) _____ of (address) _____ hereby declare that:

1. I am/propose to become* a Director of _____ Football Club;
2. I am/am not* a person having Control over the Club;
3. I am/am not* either directly or indirectly involved in or have power to determine or influence the management or administration of another Club;
4. I hold/do not hold* either directly or indirectly a Significant Interest in a Club while either directly or indirectly holding an interest in any class of Shares of another Club;
5. I am/am not* prohibited by law from being a Director;
6. I have/have not* been convicted of an offence set out in Rule 6.1.4 of Section A;
7. I have/have not* been the subject of a Bankruptcy Order;
8. I have/have not* been a Director of a Club which, while I have been a Director of it, suffered 2 or more unconnected Events of Insolvency;
9. I have/have not* been a Director of 2 or more Clubs each of which, while I have been a Director of them, has suffered an Event of Insolvency;
10. I am/am not* subject to a suspension or ban from involvement in the administration of a sport asset set out in Rule 6.1.8 of Section A;
11. I am/am not* subject to any form of suspension, disqualification or striking-off by a professional body as set out in Rule 6.1.9 of Section A;
12. I have/have not* been found to have breached any of the rules set out in Rule 6.1.10 of Section A;
13. this Declaration is true in every particular.

I consent to the LMC holding and processing the above personal data and sensitive data for the purpose of discharging its functions as a regulatory and governing body of football.

I understand that the words "Bankruptcy Order", "Club", "Control", "Declaration", "Director", "Event of Insolvency", "Holding", "Shares" and "Significant Interest" (together with any other defined terms comprising any part of these definitions) have the meanings set out in the Rules of the LMC.

Signed by the Director: _____

Date: _____

Signed by an Authorised Signatory: _____

Date: _____

* delete as appropriate

NPFL

FORM 4

**NOTIFICATION OF CLUB BANK ACCOUNT
(Rule 8.2 of Section A)**

To: The Secretary
The LMC

We confirm on behalf of the board of _____ Football Club that the following bank account is the Club's bank account for the purposes of Rule 8.2.1:

Name of Bank: _____

Name of account holder: _____

Title of account: _____

Sort code: _____

Account number: _____

Signed by a Director of the Club: _____

Date: _____

Signed by a Director of the Club: _____

Date: _____



NPFL

FORM 5

NOTIFICATION OF SHIRT NUMBERS ALLOCATED

(Rule 9.6 of Section B)

BY _____ FOOTBALL CLUB

To: The Secretary

The LMC

The shirt numbers allocated to members of our First Team squad in Season 20____ /20____ are as follows:

Shirt No.	Name	Shirt No.	Name
1	_____	24	_____
2	_____	25	_____
3	_____	26	_____
4	_____	27	_____
5	_____	28	_____
6	_____	29	_____
7	_____	30	_____
8	_____	31	_____
9	_____	32	_____
10	_____	33	_____
11	_____	34	_____
12	_____	35	_____
13	_____	36	_____
14	_____	37	_____
15	_____	38	_____
16	_____	39	_____
17	_____	40	_____
18	_____	41	_____
19	_____	42	_____
20	_____	43	_____
21	_____	44	_____
22	_____	45	_____
23	_____	46	_____

I undertake to give your prompt notice of any deletions from or additions to the above list occurring during the Season.

Signed: _____

Position: _____

Date: _____

NPFL

FORM 6

**REGISTRATION OF STRIPS
(Rule 9.16 of Section B)**

BY _____ FOOTBALL CLUB

**To: The Secretary
The LMC**

I submit herewith samples of our home Strip, alternative Strip(s) and goalkeeper's Strip for Season 20__ /20__

A brief description of each is as follows:

Home Strip

Shirts: _____

Shorts: _____

Stockings: _____

Goalkeeper: _____

Alternative Strip 1

Shirts: _____

Shorts: _____

Stockings: _____

Goalkeeper: _____

Alternative Strip 2*

Shirts: _____

Shorts: _____

Stockings: _____

Goalkeeper: _____

Signed: _____

Position: _____

Date: _____

** delete if inapplicable*



NPFL

FORM 7

**LMC PLAYERS CONTRACT:
(Rule 9 Section B)**

**NIGERIA PROFESSIONAL FOOTBALL LEAGUE
PLAYER CONTRACT**

Player's surname:	
Player's forename(s):	
Present Postal Address:	
Date of Birth*:	
Place of Birth:	
Nationality:	
Club for which Player last played or registered:	

**The Player's birth certificate must be provided to the LMC in the case of his first registration.*

THIS AGREEMENT made the (day) ____ of (month and year) _____

Between _____ **Football Club/Company Limited/Plc.** whose registered office is at (address) _____

(hereinafter referred to as **"the Club"**) of the one part

and

the above-named Player (hereinafter referred to as **"the Player"**) of the other part.

WHEREBY it is agreed as follows:

1. Definitions and Interpretation

1.1 The words and phrases below shall have the following meaning:

"Associated Company" shall mean any company which is a holding company or subsidiary (each as defined in Section 21 of the Companies and Allied Matters Act 1990) of the Club or of any holding company of the Club.

"Board" shall mean the board of directors of the Club for the time being or any duly authorised committee of such board of directors.

"Club Context" shall mean in relation to any representation of the Player and/or the Player's Image a representation in connection or combination with the name colours Strip trademarks logos or other identifying characteristics of the Club (including trademarks and logos relating to the Club and its activities which trademarks and logos are registered in the name of and/or exploited by any Associated Company) or in any manner referring to or taking advantage of any of the same.

"Club Rules" shall mean the rules or regulations affecting the Player from time to time in force and published by the Club.

"Code of Conduct" shall mean the Code of Conduct from time to time in force and produced by the League Management Committee Limited.

"FIFA" shall mean the Fédération Internationale de Football Association or international Federation of Association Football, the world football governing body, founded in May 21, 1904, with its headquarters in Zurich, Switzerland.

"Gross Misconduct" shall mean serious or persistent conduct behaviour activity or omission by the Player involving one or more of the following:

- (a) theft or fraud;
- (b) deliberate and serious damage to the Club's property;
- (c) use or possession of or trafficking in a Prohibited Substance;
- (d) incapacity through alcohol affecting the Player's performance as a player;

(e) breach of or failure to comply with of any of the terms of this contract; or such other similar or equivalent serious or persistent conduct behaviour activity or omission by the Player which the Board reasonably considers to amount to gross misconduct.

“Intermediary” shall mean any person who represents a Player and/or Club in negotiations for an employment contract or a transfer agreement.

“Internet” shall mean the global network of computer systems including (without limitation) the World Wide Web.

“LMC” shall mean the League Management Limited.

“Laws of the Game” shall mean the laws from time to time in force governing the game of association football as laid down by FIFA.

“League” shall mean the Nigeria Professional Football League (NPFL) organised by the LMC of which the Club is a member from time to time.

“League Rules” shall mean the rules or regulations from time to time in force of the NPFL.

“Manager” or **“Coach”** shall mean the official of the Club responsible for selecting the Club's first team.

“Media” shall mean any and all media whether now existing or hereafter invented including but not limited to any print and/or paper medium broadcast satellite or cable transmission and any visual and/or audio medium and including but not limited to the Internet any television or radio channel Website webcast and/or any transmission made by any mobile or mobile telephony standard or technology or other media or broadcasting service.

“NFA Rules” shall mean the rules and regulations from time to time in force of the NFA and including those of FIFA and CAF to the extent they relate or apply to the Player or the Club.

“NFA” includes the Nigeria Football Association or Nigeria Football Federation, which terms may from time to time be used interchangeably.

“Permanent Incapacity” shall mean incapacity of the Player by reason of or resulting from any injury or illness (including mental illness or disorder) in the written opinion of an appropriately qualified medical consultant instructed by the Club.

“Player's Image” shall mean the Player's name nickname fame image signature voice and film and photographic portrayal virtual and/or electronic representation reputation replica and all other characteristics of the Player including his shirt number.

"Player Injury" shall mean any injury or illness (including mental illness or disorder) other than any injury or illness which is directly caused by or results directly from a breach by the Player of his obligations under clause 3.2.1 of this contract or of any other of his obligations hereunder amounting to Gross Misconduct.

"Prohibited Substance" shall have the meaning set out in the NPFL Rules.

"Rules" shall mean the statutes and regulations of FIFA, CAF, the NFF as well as the NPFL Rules as produced by the LMC and the Code of Conduct and the Club Rules.

"Strip" shall mean all versions from time to time of the Club's official football clothing including shirts shorts socks and/or training kit track suits headwear and/or any other clothing displaying the Club's name and/or official logo.

"Website" shall mean a site forming part of the Internet with a unique URL/domain name.

1.2 For the purposes of this contract and provided the context so permits:

1.2.1 the singular shall include the plural and vice versa and any gender includes any other gender;

1.2.2 references to person shall include any entity business firm or unincorporated association; and

1.2.3 references to statutory enactments or to the Rules shall include re-enactments and amendments of substantially the same intent as the original referenced enactment or Rule.

1.3 The headings of this contract are for convenience only and not interpretation.

1.4 In the event of any dispute as to the interpretation of any of the provisions of this contract reference shall be made (where appropriate) for clarification to the League Rules but so that in the event of any conflict the provisions of this contract shall prevail. Subject thereto wherever specific reference to the League Rules is made in this contract the relevant terms and provisions thereof are deemed incorporated herein as if set out in full.

2. Appointment and duration

2.1 The Club engages the Player as a professional footballer on the terms and conditions of this contract and subject to the NPFL Rules.

2.2 This contract shall remain in force until the date specified in clause 2 of Schedule 2 hereto subject to any earlier determination pursuant to the terms of this contract.

3. Duties and Obligations of the Player

3.1 The Player agrees:

3.1.1 when directed by an authorised official of the Club:

3.1.1.1 to attend matches in which the Club is engaged;

3.1.1.2 to participate in any matches in which he is selected to play for the Club; and

3.1.1.3 to attend at any reasonable place for the purposes of and to participate in training and match preparation;

3.1.2 to play to the best of his skill and ability at all times;

3.1.3 except to the extent prevented by injury or illness to maintain a high standard of physical fitness at all times and not to indulge in any activity sport or practice which might endanger such fitness or inhibit his mental or physical ability to play practice or train;

3.1.4 to undertake such other duties and to participate in such other activities as are consistent with the performance of his duties under clauses 3.1.1 to 3.1.3 and as are reasonably required of the Player;

3.1.5 that he has given all necessary authorities for the release to the Club of his medical records and will continue to make the same available as requested by the Club from time to time during the continuance of this contract;

3.1.6 to comply with and act in accordance with all lawful instructions of any authorised official of the Club;

3.1.7 to play football solely for the Club or as authorised by the Club or as required by the Rules;

3.1.8 to observe the Laws of the Game when playing football;

3.1.9 to observe the Rules but in the case of the Club Rules to the extent only that they do not conflict with or seek to vary the express terms of this contract;

3.1.10 to submit promptly to such medical and dental examinations as the Club may reasonably require and to undergo at no expense to himself such treatment as may be prescribed by the medical or dental advisers of the Club or the Club's insurers;

3.1.11 on the termination of this contract for any cause to return to the Club in a reasonable and proper condition any property (including any car) which has been provided or made available by the Club to the Player in connection with his employment.

3.2 The Player agrees that he shall not:

3.2.1 undertake or be involved in any activity or practice which will knowingly cause to be void or voidable or which will invoke any exclusion of the Player's cover pursuant to any policy of insurance maintained for the benefit of the Club on the life of the Player or covering his physical well-being (including injury and incapacity and treatment thereof);

3.2.2 when playing or training, wear anything (including jewelry) which is or could be dangerous to him or any other person;

3.2.3 except to the extent specifically agreed in writing between the Club and the Player prior to the signing of this contract use as his regular place of residence any place which the Club reasonably deems unsuitable for the performance by the Player of his duties other than temporarily pending relocation;

3.2.4 undertake or be engaged in any other employment or be engaged or involved in any trade business or occupation or participate professionally in any other sporting or athletic activity without the prior written consent of the Club PROVIDED THAT this shall not:

3.2.4.1 prevent the Player from making any investment in any business so long as it does not conflict or interfere with his obligations hereunder; or

3.2.4.2 limit the Player's rights under clauses 4 and 6.1.8;

3.2.5 knowingly or recklessly do write or say anything or omit to do anything which is likely to bring the Club or the game of football into disrepute cause the Player or the Club to be in breach of the Rules or cause damage to the Club or its officers or employees or any match official. Whenever circumstances permit the Player shall give to the Club reasonable notice of his intention to make any contributions to the public media in order to allow representations to be made to him on behalf of the Club if it so desires;

3.2.6 except in the case of emergency, arrange or undergo any medical treatment without first giving the Club proper details of the proposed treatment and physician/surgeon and requesting the Club's consent which the Club will not unreasonably withhold having due regard to the provisions of the League Rules.

4. Community public relations and marketing

4.1 For the purposes of the promotional community and public relations activities of the Club and/or (at the request of the Club) of any sponsors or commercial partners of the Club and/or of the League and/or of any main sponsors of the League the Player shall attend at and participate in such events as may reasonably be required by the Club including but not limited to appearances and the granting of interviews and photographic opportunities as authorised by the Club. The Club shall give reasonable notice to the Player of the Club's requirements and the Player shall make himself available for these activities of the Club. No photograph of the Player taken pursuant to the provisions of this clause 4.1 shall be used by the Club or any other person to imply any brand or product endorsement by the Player.

4.2 Whilst he is providing or performing the services set out in this contract (including travelling on Club business) the Player shall:

4.2.1 wear only such clothing as is approved by an authorised official of the Club; and

4.2.2 not display any badge mark logo trading name or message on any item of clothing without the written consent of an authorised official of the Club provided that nothing in this clause shall prevent the Player wearing and/or promoting football boots and in the case of a goalkeeper gloves of his choice.

4.3 Subject in any event to clause 4.4 and except to the extent of any commitments already entered into by the Player as at the date hereof or when on international duty in relation to the Players' national football association or FIFA he shall not (without the written consent of the Club) at any time during the term of this contract do anything to promote endorse or provide promotional marketing or advertising services or exploit the Player's Image either

(a) in relation to any person in respect of such person's products brand or services which conflict or compete with any of the Club's club branded or football related products (including the Strip) or any products brand or services of the Club's main sponsors/commercial partners or of the League's sponsors or

(b) for the League.

4.4 The Player agrees that he will not either on his own behalf or with or through any third party undertake promotional activities in a Club Context nor exploit the Player's Image in a Club Context in any manner and/or in any Media nor grant the right to do so to any third party.

4.5 Except to the extent specifically herein provided or otherwise specifically agreed with the Player nothing in this contract shall prevent the Player from undertaking promotional activities or from exploiting the Player's Image so long as:

4.5.1 the said promotional activities or exploitation do not interfere or conflict with the Player's obligations under this contract; and

4.5.2 the Player gives reasonable advance notice to the Club of any intended promotional activities or exploitation.

4.6 The Player hereby grants to the Club the right to photograph the Player both individually and as a member of a squad and to use such photographs and the Player's Image in a Club Context in connection with the promotion of the Club and its playing activities and the promotion of the League and the manufacture sale distribution licensing advertising marketing and promotion of the Club's branded and football related products (including the Strip) or services (including such products or services which are endorsed by or produced under licence from the Club) and in relation to the League's licensed products services and sponsors in such manner as the Club may reasonably think fit so long as:

4.6.1 the use of the Player's photograph and/or Player's Image either alone or with not more than two other players at the Club shall be limited to no greater usage than the average for all players regularly in the Club's first team;

4.6.2 the Player's photograph and/or Player's Image shall not be used to imply any brand or product endorsement by the Player; and

4.6.3 PROVIDED that all rights shall cease on termination of this contract save for the use and/or sale of any promotional materials or products as aforesaid as shall then already be manufactured or in the process of manufacture or required to satisfy any outstanding orders.

4.7 In its dealings with any person permitted by the Club to take photographs of the Player the Club shall use reasonable endeavours to ensure that the copyright of the photographs so taken is vested in the Club and/or that no use is made of the said photographs without the Club's consent and in accordance with the provisions of this contract.

4.8 The Player shall be entitled to make a responsible and reasonable reply or response to any media comment or published statements likely to adversely affect the Player's standing or reputation and subject as provided for in clause 3.2.5 to make contributions to the public media in a responsible manner.

4.9 In this clause 4 where the context so admits the expression "the Club" includes any Associated Company of the Club but only to the extent and in the context that such company directly or indirectly provides facilities to or undertakes commercial marketing or public relations activities for the Club and not so as to require the consent of any Associated Company when consent of the Club is required.

4.10 Nothing in this Clause 4 is intended to nor does it give to the LMC any right to enforce any of its provisions against the Club or the Player.

4.11 Nothing in this clause 4 shall prevent the Club from entering into other arrangements additional or supplemental hereto or in variance hereof in relation to advertising marketing and/or promotional services with the Player or with or for all or some of the Club's players (including the Player) from time to time. Any other such arrangements which have been agreed as at the date of the signing of this contract and any image contract or similar contract required to be set out in this contract by the League Rules are set out in Schedule 2 paragraph 13.

5. Remuneration and expenses

5.1 Throughout his engagement the Club shall pay to the Player the remuneration and shall provide the benefits (if any) as are set out in Schedule 2.

5.2 The Club shall reimburse the Player all reasonable hotel and other expenses wholly and exclusively incurred by him in or about the performance of his duties under this contract PROVIDED that the Player has obtained the prior authorisation of a director the Manager or the Coach or the secretary of the Club and the Player furnishes the Club with receipts or other evidence of such expenses.

5.3 The Club may deduct from any remuneration payable to the Player:

5.3.1 any monies disbursed and/or liabilities incurred by the Club on behalf of the Player with the Players prior consent;

5.3.2 any other monies (but not claims for damages or compensation) which can be clearly established to be properly due from the Player to the Club.

5.4 If at a Disciplinary hearing conducted under Part 1 of Schedule 1 hereto a fine is imposed on a player calculated by reference to the Player's weekly wage, the fine shall take the form of a forfeiture of wages of a corresponding amount so that the amount forfeit shall not become payable to the Player. The forfeiture shall take effect in relation to the monthly instalment of the Player's remuneration falling due next after the date on which the notice of the decision is given to him ("Pay Day"). But see clause 5.5 dealing with appeals. For the avoidance of doubt, the amount forfeit is the gross amount of the weekly wage.

5.5 If on Pay Day the time for appealing has not expired or if notice of appeal has been given, the reference to Pay Day shall be to the day on which the monthly instalment of remuneration becomes payable next after (i) the expiry of the time for appealing without any appeal having been made or (ii) if an appeal is made, the date on which the outcome of the appeal is notified to the Player. In the case of an appeal, the amount that is forfeit shall be the amount (if any) determined on appeal.

6. Obligations of the Club

6.1 The Club shall:

6.1.1 observe the Rules all of which (other than the Club Rules) shall take precedence over the Club Rules;

6.1.2 provide the Player each year with copies of all the Rules which affect the Player and of the terms and conditions of any policy of insurance in respect of or in relation to the Player with which the Player is expected to comply;

6.1.3 promptly arrange appropriate medical and dental examinations and treatment for the Player at the Club's expense in respect of any injury to or illness (including mental illness or disorder) of the Player save where such injury or illness is caused by an activity or practice on the part of the Player which breaches clause 3.2.1 hereof in which case the Club shall only be obliged to arrange and pay for treatment to the extent that the cost thereof remains covered by the Club's policy of medical insurance or (if the Club does not maintain such a policy) then to the extent that it would remain covered by such a policy were one maintained upon normal industry terms commonly available within professional football and so that save as aforesaid this obligation shall continue in respect of any examinations and/or treatment the necessity for which arose during the currency of this contract notwithstanding its subsequent expiry or termination until the earlier of completion of the necessary examinations and/or prescribed treatment and a period of eighteen months from the date of expiry or termination hereof;

6.1.4 The Club shall use all reasonable endeavours to ensure that any policy of insurance maintained by the Club for the benefit of the Player continues to provide cover for any examinations and/or treatment as are referred to in clause 6.1.3 until completion of any such examinations and/or treatment;

6.1.5 comply with all relevant statutory provisions relating to industrial injury and any regulations made pursuant thereto;

6.1.6 at all times maintain and observe a proper health and safety policy for the security safety and physical well-being of the Player when carrying out his duties under this contract;

6.1.7 in any case where the Club would otherwise be liable as employer for any acts or omissions of the Player in the lawful and proper performance of his playing practicing or training duties under this contract defend the Player against any proceedings threatened or brought against him at any time arising out of the carrying out by him of any such acts or omissions and indemnify him from any damages awarded and this obligation and indemnity shall continue in relation to any such acts or omissions during the currency of this contract notwithstanding its expiry or termination before such proceedings are threatened and/or brought;

6.1.8 give the Player every opportunity compatible with his obligations under this contract to follow any course of further education or vocational training which he wishes to undertake and give positive support to the Player in undertaking such education and training.; and

6.1.9 release the Player as required for the purposes of fulfilling the obligations in respect of representative matches to his national association pursuant to the statutes and regulations of FIFA.

6.2 The Club shall not without the consent in writing of the Player:

6.2.1 take or use or permit to be used photographs of the Player for any purposes save as permitted by clause 4; or

6.2.2 use or reveal the contents of any medical reports or other medical information regarding the Player obtained by the Club save for the purpose of assessing the Player's health and fitness obtaining medical and insurance cover and complying with the Club's obligations under the Rules.

7. Injury and Illness

7.1 Any injury to or illness of the Player shall be reported by him or on his behalf to the Club immediately and the Club shall keep a record of such injury or illness.

7.2 In the event that the Player shall become incapacitated from playing by reason of any injury or illness (including mental illness or disorder) the Club shall pay to the Player during such period of incapacity or the period of this contract (whichever is the shorter) the following amounts of remuneration for the following periods:

7.2.1 in the case of a Player Injury his basic wage over the first eighteen months and one half of his basic wage for the remainder of his period of incapacity;

7.2.2 in the case of any other injury or illness his basic wage over the first twelve months and one half of his basic wage for the remainder of his period of incapacity.

7.3 In each case specified in clause 7.2 above there shall be paid to the Player in addition to his basic wage all or the appropriate share of any bonus payments if and to the extent that payment or provision for continuation of the same is specifically provided for in Schedule 2 or in the Club's Bonus Scheme.

7.4 Nothing in this clause 7 shall reduce or vary the entitlement of the Player to signing on fees and/or loyalty payments or any other payments of a similar nature due to him under this contract.

8. Permanent or Prolonged Incapacity

8.1 In the event that:

8.1.1 the Player shall suffer Permanent Incapacity; or

8.1.2 the Player has been incapacitated from playing by reason of or resulting from the same injury or illness (including mental illness or disorder) for a period (consecutive or in the aggregate) amounting to eighteen months in any consecutive period of twenty months; the Club shall be entitled to serve a notice upon the Player terminating this contract.

8.2 The length of such notice shall be twelve months in the case of incapacity by reason of a Player Injury and six months in every other case.

8.3 The notice referred to in clause 8.1 may be served at any time after:

8.3.1 the date on which such Permanent Incapacity is established by the Medical Opinion; or

8.3.2 in the case of any incapacity as is referred to in 8.1.2 the date on which the period of incapacity shall exceed eighteen months as aforesaid but so that the right to terminate pursuant to clause 8.1.2 shall only apply while such incapacity shall continue thereafter.

8.4 In the event that after the service of any notice pursuant to clause 8.1.1 Permanent Incapacity is not confirmed by any Further Medical Opinion (if requested) then such notice shall lapse and cease to be of effect.

8.5 In the case of any notice of termination given under this clause 8 the Club shall be entitled by further notice on or after serving notice of termination to terminate this contract forthwith on paying to the Player at the time of such termination the remainder of his remuneration and any other sums properly due to him under this

contract and the value of any other benefits which would be payable or available to the Player during the remainder of the period of his notice of termination provided always that the Club's obligations pursuant to clause 6.1.3 shall continue to apply during the remainder of the said notice period and for any further relevant period as provided therein.

8.6 Where the Club has made payment to the Player during any period of incapacity owing to illness or injury and the Player's absence is due to the action of a third party other than of another club player or match official in relation to any damage or injury sustained on or about the field of play or during training or practicing giving the Player a right of recovery against that third party then if the Player makes any claim against such third party the Player must where he is reasonably able to do so include as part of such claim from such third party a claim for recovery of any such payment and upon successful recovery repay to the Club the lesser of the total of the remuneration paid by the Club to the Player during the period of incapacity and the amount of any damages payable to or recovered by the Player in respect of such claim or otherwise by reference to loss of earnings under this contract under any compromise settlement or judgment. Any amounts paid by the Club to the Player in such circumstances shall constitute loans from the Club to be repaid to the Club to the extent aforesaid upon successful recovery as aforesaid.

9. Disciplinary Procedure

Except in any case where the Club terminates the Player's employment pursuant to the provisions of clause 10 hereof (when the procedure set out therein shall apply) the Club shall operate the disciplinary procedure set out in Part 1 of Schedule 1 hereto in relation to any breach or failure to observe the terms of this contract or of the Rules.

10. Termination by the Club

10.1 The Club shall be entitled to terminate the employment of the Player by fourteen days' notice in writing to the Player if the Player:

10.1.1 shall be guilty of Gross Misconduct;

10.1.2 shall fail to heed any final written warning given under the provisions of Part 1 of Schedule 1 hereto; or

10.1.3 is convicted of any criminal offence where the punishment consists of a sentence of imprisonment of three months or more.

10.2 If the Club terminates the Player's employment for any reason under clause 10.1 the Club shall within seven days thereafter notify the Player in writing of the full reasons for the action taken.

10.3 The Player may by notice in writing served on the Club and the LMC at any time from the date of termination up to fourteen days after receipt by the Player of written notification under clause 10.2 give notice of appeal against the decision of the Club to the LMC and such appeal shall be determined in accordance with the procedures applicable pursuant to the League Rules.

10.4 If the Player exercises his right of appeal the termination of this contract by the Club shall not become effective unless and until it shall have been determined that the Club was entitled to terminate this contract pursuant to clause 10.1 but so that if it is so determined then subject only to clause 10.5.3 the Player shall cease to be entitled to any remuneration or benefits with effect from the expiration of the period of notice referred to in clause 10.3 and any payment made by the Club in respect thereof shall forthwith become due from the Player to the Club.

10.5 Pending the hearing and determination of such appeal the Club may suspend the Player for up to a maximum of six weeks from the date of notice of termination and if the Board so determine such suspension shall be without pay provided that:

10.5.1 the payment due to the Player in respect of the fourteen days' notice period under clause 10.1 is made to the Player forthwith;

10.5.2 pending the determination of the appeal an amount equal to the remuneration which would otherwise have been due to the Player but for the suspension without pay is paid to a interest yielding account to be opened for that purpose by the Board as and when it would otherwise have become due for payment to the Player and following the determination of the appeal the Board will either pay the money (including interest earned on the said account) to the Player or return it to the Club according to the appeal decision;

10.5.3 all other benefits for the Player under the provisions of clauses 6.1.3 and 6.1.4 of this contract shall be maintained and remain in force while the appeal is pending; and

10.5.4 during any such period of suspension the Club shall be under no obligation to assign to the Player any playing training or other duties and shall be entitled to exclude the Player from the Club's premises including its ground and training ground.

10.6 Upon any termination of this contract by the Club becoming operative the Club shall forthwith release the Player's registration.

11. Termination by the Player

11.1 The Player shall be entitled to terminate this contract by fourteen days' notice in writing to the Club if the Club:

11.1.1 shall be guilty of serious or persistent breach of the terms and conditions of this contract; or

11.1.2 fails to pay any remuneration or other payments or bonuses due to the Player or make available any benefits due to him as it or they fall due or within thirty days thereafter and has still failed to make payment in full or make the benefits available by the expiry of the said fourteen days' notice.

11.2 The Club may within fourteen days of receipt of any notice of termination of this contract by the Player in accordance with clause 11.1 give written notice of appeal against such termination to the Player and to the LMC which shall hear such appeal in accordance with procedures applicable pursuant to the League Rules.

11.3 If the Club exercises its right of appeal pursuant to clause 11.2 the termination of this contract shall not become operative unless and until it shall have been determined that the Player was entitled to terminate this contract pursuant to clause 11.1.

11.4 Upon any termination of this contract by the Player becoming operative the Club shall forthwith release the Player's registration.

12. Grievance Procedure

In the event that the Player has any grievance in connection with his employment under this contract the grievance procedures set out in Part 2 of the Schedule 1 hereto shall be available to the Player.

13. Representation of Player

In any disciplinary or grievance procedure the Player shall be entitled to be accompanied by or represented by his Club captain.

14. Survival

The provisions of this contract shall remain in full force and effect in respect of any act or omission of either party during the period of this contract notwithstanding the termination of this contract.

15. Confidentiality

This contract is to be treated as being private and confidential and its contents shall not be disclosed or divulged either directly or indirectly to any person firm or company whatsoever either by the Club the Player or any Intermediary of the Club or the Player except:

15.1 with the prior written agreement of both the Club and the Player; or

15.2 as may be required by any statutory regulatory governmental or quasi-governmental authorities or as otherwise required by law or pursuant to the Rules; or

15.3 in the case of the Player to his duly appointed Intermediary and professional advisers; or

15.4 in the case of the Club to its duly appointed Intermediary and its professional advisers or to such of its directors secretary servants or representatives or auditors to whom such disclosure is strictly necessary for the purposes of their duties and then only to the extent so necessary.

16. Arbitration

Any dispute between the Club and the Player not provided for in clauses 9, 10, 11, 12 and Schedule 1 hereof shall be referred to arbitration in accordance with the League Rules.

17. Specificity of Football

The parties hereto confirm and acknowledge that this contract the rights and obligations undertaken by the parties hereto and the fixed term period thereof reflect the special relationship and characteristics involved in the employment of football players and the participation by the parties in the game of football pursuant to the Rules and the parties accordingly agree that all matters of dispute in relation to the rights and obligations of the parties hereto and otherwise pursuant to the Rules including as to termination of this contract and any compensation payable in respect of termination or breach thereof shall be submitted to and the parties hereto accept the jurisdiction and all appropriate determinations of such tribunal panel or other body (including pursuant to any appeal therefrom) pursuant to the provisions of and in accordance with the procedures and practices under this contract and the Rules.

18. Miscellaneous

18.1 This contract and the documents referred to herein constitute the entire agreement between the Club and the Player and supersede any and all preceding agreements between the Club and the Player.

18.2 The further particulars of terms of employment not contained in the body of this contract which must be given to the Player in compliance with Part 1 of the Nigeria Labour Act Cap L1, Laws of the Federation of Nigeria 2004 are given in Schedule 2.

18.3 This contract is signed by the parties hereto in duplicate so that for this purpose each signed agreement shall constitute an original but taken together they shall constitute one agreement.

18.4 The Player consents to the Club and LMC collecting Personal Data about the Player.

19. **Jurisdiction and Law**

This contract shall be governed by and construed in accordance with Nigerian law.



SCHEDULE 1

Part 1

Disciplinary Procedure and Penalties

1. Introduction

The disciplinary procedure aims to ensure that the Club behaves fairly in investigating and dealing with allegations of unacceptable conduct with a view to helping and encouraging all employees of the Club to achieve and maintain appropriate standards of conduct and performance. The Club nevertheless reserves the right to depart from the precise requirements of its disciplinary procedure where the Club considers it expedient to do so and where the Player's resulting treatment is no less fair.

2. Records

All cases of disciplinary action under this procedure will be recorded and placed in the Club's records until deleted in accordance with paragraph 4.2. A copy of the Club's disciplinary records concerning the Player will be supplied to the Player at his request.

3. The Procedure

The following steps will be taken as appropriate in all cases of disciplinary action:

3.1 Investigation

No action will be taken before a proper investigation has been undertaken by the Club into the matter complained of. If the Club determines the same to be appropriate the Club may by written notice suspend the Player for up to fourteen days while the investigation takes place. If the Player is so suspended this contract will continue together with all the Player's rights under it including the payment of the Player's remuneration and benefits but during the period of suspension the Player will not be entitled to access to any of the Club's premises except at the prior request or with the prior consent of the Club and subject to such conditions as the Club may impose. The decision to suspend the Player will be notified in writing to the Player by the Club.

3.2 Disciplinary Hearing

3.2.1 If the Club decides to hold a disciplinary hearing about the matter complained of the Player will be given full details in writing of the complaint against him and reasonable notice of the date and time of the hearing. At the hearing the Player will be given an opportunity to state his case either personally or through his representative as provided for in clause 13 of this contract.

3.2.2 Subject as provided in paragraph 3.2.3 no disciplinary penalty will be imposed without first giving the Player the opportunity to state his case to the Manager or the Coach or if the Player so requests to a director of the Club and where the Club considers it appropriate or where the Player requests the same without a disciplinary hearing.

3.2.3 A disciplinary hearing may proceed in the Player's absence and a disciplinary penalty may be imposed if he fails to appear at such hearing after having received proper notice thereof.

3.3 Appeals

3.3.1 The Player shall have a right of appeal to the Board against any disciplinary decision. The Player should inform the Board in writing of his wish to appeal within fourteen days of the date of notification to him of the decision which forms the subject of such appeal. The Board will conduct an appeal hearing as soon as possible thereafter at which the Player will be given a further opportunity to state his case. The decision of the Board will be notified to the Player in writing within seven days and subject to paragraph 3.3.2 will be final and binding under this procedure.

3.3.2 In the event of any sanction being imposed or confirmed in excess of an oral warning the Player may by notice in writing served on the Club and the LMC within fourteen days of receipt by the Player of written notification of the decision of the Board give notice of appeal against it to the LMC who will determine the matter in accordance with the League Rules.

3.3.3 If the Player exercises any right of appeal as aforesaid any sanction imposed by the Club upon the Player shall not take effect until the appropriate appeal has been determined and the sanction confirmed varied or revoked as the case may be.

4. Disciplinary Penalties

4.1 At a disciplinary hearing or on an appeal against a disciplinary decision the Club may dismiss the allegation or if it is proved to the Club's satisfaction may:

4.1.1 give an oral warning a formal written warning or after a previous warning or warnings a final written warning to the Player;

4.1.2 impose a fine not exceeding the amount of the Player's basic wage for a period of up to two weeks for a first offence and up to four weeks for subsequent offences in any consecutive period of twelve months;

4.1.3 order the Player not to attend at any of the Club's premises for such period as the Club thinks fit not exceeding four weeks;

4.1.4 in any circumstances which would entitle the Club to dismiss the Player pursuant to any of the provisions of clause 10 of this contract dismiss the Player or impose such other disciplinary action (including suspension of the Player and/or a fine of all or part of the amount of the Player's basic wage for a period not exceeding six weeks).

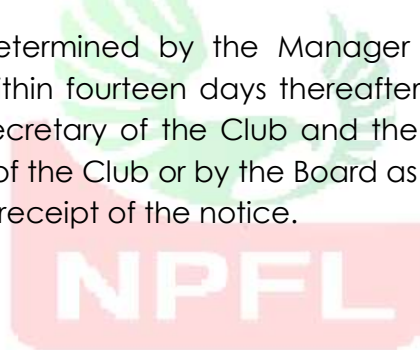
4.2 Any warning or sanction given under this disciplinary procedure will be deleted in the Club's records after twelve months.

Part 2

Grievance Procedures

1. The Player shall bring any grievance informally to the notice of the Manager or Coach in the first instance. The Player may be required by the Manager or Coach to put any such grievance in writing. Having enquired into such grievance the Manager or Coach will then notify the Player of his decision.

2. If the grievance is not determined by the Manager or Coach to the Player's satisfaction the Player may within fourteen days thereafter serve formal notice of the grievance in writing on the secretary of the Club and the matter shall thereupon be determined by the Chairman of the Club or by the Board as soon as possible and in any event within four weeks of the receipt of the notice.



SCHEDULE 2

Supplemental Provisions and Nigeria Labour Act Cap L1 LFN 2004

The following provisions shall apply to supplement the provisions of this contract and the information as set out herein in order to comply with the requirements of the Nigeria Labour Act Cap L1 LFN 2004.

1. The Player's employment with the Club began on ____ (day) of _____ (month) 20____.
2. The date of termination of this contract is ____ (day) of _____ (month) 20____
3. No employment with a previous employer shall count as part of the Player's continuous period of employment hereunder.
4. The Player's hours of work are such as the Club may from time to time reasonably require of him to carry out his duties and the Player shall not be entitled to any additional remuneration for work done outside normal working hours.
5. The place of employment shall be at the Club's ground and training ground but the Club shall be entitled to require the Player to play and to undertake his duties hereunder at any other place throughout the world.
6. The Player cannot contract out of his employment under this contract.

The Player further agrees that the Club may disclose his name, address, gender, date of birth, salary information and dates of commencement and termination of employment to the LMC.

Remuneration

7. The Player's remuneration shall be:

7.1 Basic Wage:

N..... per annum payable by monthly instalments in arrears from _____ to _____

7.2 Such of the bonuses and incentives as the Player shall be entitled to receive under the terms of the Club's bonus and incentive scheme as are set out below/a copy of which is annexed hereto.

Bonuses _____

7.3 Any other payments as follows: _____

8. Insurances (if any) maintained for the benefit of the Player subject to the terms and conditions thereof during currency of this contract the premiums of which are paid by the Club.

Nature of Policy Amount

_____ N _____

9. Benefits (if any) to be provided to the Player during the currency of this contract

10. The Player's normal retirement age is ____ years.

11. The terms and conditions of this contract form part of a number of collective agreements between the Club (through the LMC) and the Player affecting the Player's employment.

12. (If applicable) The following provisions which are additional or supplemental to those set out in clause 4 have been agreed between the Club and the Player as referred to in Clause 4.11.

13. Any other provisions:

SIGNED by the Player: _____

In the presence of: _____

[Witness Signature]: _____

[Address]: _____

Occupation: _____

SIGNED by the Player's parent or guardian (if the player is under 18):

In the presence of: _____

[Witness Signature]: _____

[Address]: _____

Occupation: _____

SIGNED by [name] _____

for and on behalf of the Club in the presence of: _____

[Witness Signature]: _____

[Address]: _____

Occupation: _____

Did the Player use the services of an Intermediary

Yes/No

If yes, name of Intermediary: _____

Signature of Intermediary: _____



Did the Club use the services of an Intermediary

Yes/No

If yes, name of Intermediary: _____

Signature of Intermediary: _____



TRANSFER AGREEMENT **(Rule 9.70 of Section B)**

The Parties

(1)..... Football Club (the Transferor Club)

(2)..... Football Club (the Transferee Club)

The Player

The full name of the Contract Player whose registration is hereby transferred by the Transferor Club to the Transferee Club

is.....

The Compensation Fee

The amount of the Compensation Fee payable by the Transferee Club to the Transferor Club is N.....

to be paid as follows:

.....

Any other terms

.....

Agents

The particulars appear below of any Agent engaged in this transaction by

(1) the Player.....

(2) the Transferor Club.....

(3) the Transferee Club.....

Authorised Signatory_____ Authorised Signatory_____

On behalf of the_____ On behalf of the_____

Transferor Club_____ Transferee Club_____

Position_____ Position_____

Date_____ Date_____

NPFL

FORM 9

**OFFER OF NEW CONTRACT
(Rule 9.75.2 of Section B)**

To: *[name and address of Out of Contract Player]* _____

**Copy to: The Secretary
The LMC**

Under the provisions of Rule 9.75.2 of the Rules _____ Football Club hereby offers you a new contract to commence on the ____ day of 20____ in the following terms:

This offer remains open and capable of acceptance for a period of one month within which time you may either accept it and enter into a new contract in the terms offered or decline it in writing. If you consider that the terms offered are less favourable than those in your current contract you may give notice to the Club to that effect.

Signed _____

Position _____

Date _____



NPFL

FORM 10

**APPLICATION FOR FREE TRANSFER
(RULE 9.78 SECTION B)**

To: *[name of Club]* _____ Football Club

**And to: The Secretary
The LMC**

I acknowledge having received your offer of a new contract in Form 9 dated _____
I consider that the terms offered are less favourable than those in my current contract
dated _____ and I hereby give notice to that effect and
apply for a free transfer.

Signed: _____

Position: _____

Date: _____



NPFL

FORM 11

DIRECTORS' REPORT
(Rule 10.4 of Section B)

To: The Secretary
The LMC

In accordance with the requirements of Section B of the Rules, we, the Directors of _____ Football Club Limited ("the Club"), hereby report in respect of the Club's accounting period of months ended on _____ 20_____ ("the Period of Review") that *[with the exception(s) noted below]*:

(1) the Club has operated internal financial control policies and procedures which are designed to meet the Objectives set out in Rule 10 of the Rules ("the Objectives");

(2) the Objectives have been achieved;

(3) all Material Transactions complied with the Objectives and the Rules of the League.

[The exception(s) referred to above is/are as follows _____]

[Signature of each Director and date of signing]



AUDITORS' REPORT
(Rule 10.10 Section B)

Report of [firm] to the _____ Football Club Limited ("the Club")

Further to the requirements of Section B of the Rules of the League ("the Rules"), we have been engaged by the Club, under the terms of our engagement letter dated _____ to provide to the Club the following accountant's report. The following terms used in this report are defined by the Rules:

"Material Transactions", "Player", "Agent", "Third Party Payment", "Compensation Fee", and "Objectives".

We have examined the enclosed report of the directors of the Club ("the Report") and the record of Material Transactions ("the Record") for the accounting period of _____ months ended on _____.

Respective responsibilities of the directors and [firm]

The directors of the Club are responsible for designing and maintaining an adequate system of internal control to meet the requirements of the Rules. Both the Report and the Record have been prepared by or on behalf of the directors of the Club and are their sole responsibility. It is our responsibility to form an independent opinion, based on our work, of that Report and Record and to report our opinion to you.

Basis of opinion

Our work consisted primarily of the following procedures:

- inspection of a sample of Players' contracts in relation to which Material Transactions are detailed in the Record;
- testing of a sample of Material Transactions undertaken by the Club with Agents and Third Party Payments;
- review of the Club's written transfer policy and Compensation Fees paid pursuant thereto;
- enquiry of the directors about the Club's internal financial control policies and procedures.

There are no practicable procedures that would enable us to identify any Material Transaction not shown in the Record or the accounting records of the Club or which is not otherwise brought to our attention. We have, however, obtained written representations from the directors of the Club that the Report and the Record are complete and accurate.

Our work was directed to those matters which in our view materially affect the Report and the Record, and was not directed to the discovery of errors or misstatements which we consider to be immaterial.

Opinion

In our opinion:

(a) the Club's internal financial control policies and procedures are suitably designed to meet the Objectives;

(b) the said policies and procedures were applied during the said accounting period to Material Transactions shown in the Record and examined by us to provide reasonable, but not absolute, assurance that the Objectives were achieved in respect thereof.

In the course of the above work and our audit of the statutory accounts of the Club for the said accounting period, nothing came to our attention to suggest that the enclosed Report is not consistent with our knowledge thus derived.

This report is provided on the basis that it is for your information only and that, except as required by the Rules, it will not be copied or disclosed to any third party or otherwise quoted or referred to, in whole or in part, without our prior written consent.



NPFL

FORM 13

SCOUT REGISTRATION FORM
(Rule 14.2 Section B)

Scout's Particulars

Surname _____ Other name(s) _____

Address _____

Date of birth _____ Nationality _____

Application to Register

We hereby apply for the above-named to be registered as a Scout for
_____ Football Club.

Signed: _____

Authorised Signatory

Date: _____

Endorsement by Scout

I consent to the above application. I certify that the above particulars are correct. I agree to be bound by the Rules of the League

Signed _____

Date _____

Secretary's Certificate

I hereby certify that I have this day registered [name of Scout]
_____ as a Scout registered with _____ Football
Club

Signed: _____

Secretary, LMC

Date: _____

NPFL

FORM 14

**CANCELLATION OF SCOUT REGISTRATION
(Rule 14.5 Section B)**

**To: The Secretary
The LMC**

We, _____ Football Club, hereby give notice that on [date]
_____ we ceased to employ or engage [name of Scout]
_____ and we hereby apply for his registration to be
cancelled.

Signed _____
Authorised Signatory

Date _____

Secretary's Certificate

I hereby certify that I have this day cancelled the registration of [name of Scout]
_____ with _____ Football Club and
removed his name from the register of Scouts.

Signed: _____
Secretary, LMC

Date: _____



NPFL

FORM 15

FIXED PENALTY NOTICE
(Rule 20 Section C)

To: _____ Date: _____

You are in breach of Rule _____ in that on [date] _____ you [description of breach, indicating in appropriate cases whether it is a first, second or third breach of that Rule]:

You are required within 14 days of the date of this notice to pay a fixed penalty of N _____ Alternatively, you are entitled within that period to appeal under the provisions of Rule 61.1 of Section C. If you appeal and your appeal is dismissed the fixed penalty becomes payable forthwith.

Failure to pay the fixed penalty as required by this notice or forthwith upon any appeal being dismissed will constitute a breach of the Rules of the League in respect of which you will be liable to be dealt with under the provisions of Section C.

Signed: _____
Secretary, for and on behalf of the Board



NPFL

FORM 16

**SUMMARY JURISDICTION NOTICE
(Rule 25 Section C)**

To: _____ Date: _____

You are in breach of Rule _____ in that on [date]

_____ you [description of breach] _____

The Board intends to exercise its summary jurisdiction and to impose on you a fine of N

You are required within 14 days of the date of this notice to either:

(1) submit to the Board's jurisdiction and pay the fine imposed; or

(2) elect to be dealt with by a Commission.

Any such election should be in writing addressed to me at the Office of the LMC.

Failure to comply with this requirement within the time limited will constitute a breach of the League Rules in respect of which you will be liable to be dealt with under the provisions of Section C.

Signed: _____

Secretary, for and on behalf of the Board



NIGERIA PROFESSIONAL FOOTBALL LEAGUE CODE OF CONDUCT



APPENDIX A: CODE OF CONDUCT FOR SCOUTS

1. The function of a Scout is to identify to his Club players with whom his Club may wish to enter into negotiations with a view to securing their registration. Scouts are not themselves entitled to enter into any such negotiations nor are they able to make promises to or offer inducements to any players whom they approach.
2. A Scout shall at all times when acting in the course of his duties carry the formal means of identification issued to him by his Club and shall produce the same upon demand.
3. Scouts are employed by and represent their Clubs and are Officials within the meaning of the Rules of the LMC ("the Rules") by which they are bound.
4. Scouts must therefore be familiar with the Rules. They must maintain an awareness of and at all times comply with the Rules setting out the circumstances in which their Club may make an approach to a Player (as defined in the Rules) whose registration is held by another Club.
5. Scouts are responsible for the conduct of their contacts and shall be liable for any act or omission by a contact which constitutes a breach of the Rules.
6. Scouts shall conduct themselves in a manner befitting their role as Officials of their Clubs and shall take all possible steps to promote the reputation of the game of football and prevent it from being brought into disrepute.
7. A Scout shall forthwith disclose to his Club the nature and extent of any direct or indirect interest he may have in any transaction or arrangement involving his Club and he shall account to his Club for any benefit which either directly or indirectly he derives therefrom.
8. A Scout shall conduct himself at all times in an ethical and professional manner and shall observe the highest standards of integrity and fair dealing.



APPENDIX B: CODE OF CONDUCT FOR MANAGERS AND COACHES

1. A Manager or Coach shall strictly observe the terms of his contract with his Club and shall not (either by himself or through any third party) enter into negotiations with another Club relating to his employment without having first obtained the permission of his Club to do so.
2. A Manager or Coach shall not, either directly or indirectly (including by making any statement to the media):
 - 2.1 make an approach to a Contract Player with a view to the Manager's Club negotiating a contract with such Player except as permitted by this Rules; or
 - 2.2 make an approach to any other employee of another Club with a view to inducing or attempting to induce such employee to terminate a contract of employment with that Club, whether or not by breach of that contract, except with the written consent of the Club by which he is employed.
3. A Manager or Coach shall comply with the Laws of the Game, this Rules, the rules of any competition in which his Club participates and his Club Rules (collectively "the Rules") and he shall not encourage or invite any person (including Players and other employees of his Club) to act in breach of the same but shall take all possible steps to ensure that they comply with the Rules.
4. A Manager or Coach shall use his best endeavours to ensure that there is in force at his Club a fair and effective disciplinary policy applicable to Players and other employees under his control and that it is applied consistently.
5. A Manager or Coach shall not use any discriminatory language nor engage in, or tolerate, offensive, insulting or abusive language or behaviour; a Manager or Coaches behaviour should demonstrate to Players and other employees under his control that discrimination in any form is unacceptable. A Manager or Coach shall use all possible steps to ensure that others in his control adopt the same standards of behaviour.
6. A Manager or Coach shall take all reasonable steps to ensure that Players and other employees under his control accept and observe the authority and decisions of Match Officials and promote the highest standards on the field of play.
7. Not make public, any unfair criticism of any Match Official or any other Manager or any Player, Official or employee of his or another Club and co-operate fully with other Officials involved in the game including but not limited to other match officials, sports administrators, doctors and physiotherapists.
8. A Manager or Coach shall ensure that he understands and acts in accordance with his Club's written transfer Policy.

9. In all discussions, negotiations, transactions and arrangements relating to the employment of Players by his Club ("Player Transactions") including, without limitation, the renewal or renegotiation of existing contracts or any related contracts or arrangements involving his Club and a Player and/or third party, a Manager or Coach shall, in addition to his duty to act in accordance with the club's written transfer policy, act with the utmost good faith and in accordance with his primary duty to act in the best interests of his Club.
10. A Manager or Coach shall at all times observe the principles of honesty, transparency, accountability and personal impartiality (whether financial or otherwise) in his dealings involving Player Transactions.
11. A Manager or Coach shall forthwith disclose to his Club the nature and extent of any direct or indirect interest or any conflict or potential conflict of interest he may have in any transaction or arrangement involving his Club (including, without limitation, any Player Transaction), he shall not be involved in the same without the written consent of his Club, and, if such consent is granted, he shall account to his Club for any benefit which he either directly or indirectly derives therefrom.
12. If a Manager or Coach is in any doubt as to whether there exists any interest or conflict (actual or potential) to be disclosed as required by paragraph 11 above, he may consult with the Secretary of the LMC for guidance and advice.
13. Upon becoming aware of any breach of the Rules, including by way of example only, any financial or other benefit or inducement offered in connection with a Player Transaction in breach of the Rules, a Manager or Coach shall immediately report such breach in writing to the League.
14. A Manager or Coach shall conduct himself at all times in an ethical and professional manner and shall observe the highest standards of integrity and fair dealing and shall take all possible steps to promote the reputation of the game of Association Football and prevent it being brought into disrepute.
15. A Manager or Coach shall respect the rights, dignity and worth of each and every person and treat each person equally within the context of the sport and place the well-being and safety of each player above all other considerations.
16. A Manager or Coach shall encourage and guide players to accept responsibility for their own behaviour and performance and ensure that the activities they direct or advocate are appropriate for the age, maturity, experience and ability of players.
17. A Manager or Coach shall promote the positive aspects of the game which is fair play and never condone violations of the Laws of the Game, or any behaviour contrary to the spirit of the Laws of the Game or relevant rules and regulations of the League or encourage the use of prohibited substances or techniques.

APPENDIX C: STANDARD CLAUSES FOR INCLUSION IN MANAGERS' OR COACHES' CONTRACTS OF EMPLOYMENT

1. The Manager or Coach shall observe and comply with the rules and regulations for the time being in force of any organisation or body the rules and regulations of which the Club is bound to observe including those of the League and in particular he shall at all times act in accordance with the League's Code of Conduct for Managers and Coaches.
2. The Manager or Coach shall comply with all reasonable instructions and requests:
 - (a) given to Club Managers and Coaches by the League; or
 - (b) given to the Manager or Coach by the Club; which arise in the first case out of any commercial contract entered into by the League for the benefit of its members or in the second case out of any such contract entered into by the Club for its own benefit and the Manager or Coach shall not himself enter into any such contract which conflicts or competes or is reasonably likely to conflict or compete with those entered into by the League or by the Club as aforesaid.
3. Any dispute or difference arising between the parties hereto as to the construction of this Agreement or the rights, duties or obligations of either party hereunder or any matter arising out of or concerning the same or the Manager's or Coach's employment hereunder shall be referred to the Arbitration Tribunal in accordance with the League Rules for the time being in force. Notwithstanding the foregoing provisions of this clause 3 and without prejudice thereto, the parties shall use and until the conclusion of the arbitration shall continue to use their best endeavours to attempt to reach a settlement of their dispute by mediation.



APPENDIX D: CODE OF CONDUCT FOR CLUBS

1. In all discussions, negotiations and transactions relating to the employment of Managers or Coaches, each Club shall behave towards each other Club with the utmost good faith.
2. A Club shall not (either directly or through any third party) enter into negotiations relating to the employment of another Club's Manager or Coach without the prior permission of that Club.
3. A Club shall not take any steps (including the making of statements to the media) to induce another Club's Manager or Coach to act in breach of the terms of his contract with his Club.
4. A Club shall strictly observe the terms of its contract with its Manager or Coach and, in particular, if on the determination of the contract any sum is payable by the Club to the Manager or Coach; the Club shall ensure that prompt settlement is made.



APPENDIX E: CODE OF CONDUCT FOR CLUB OFFICIALS

1. The Club Officials in the League shall have the following obligations towards the game:

- 1.1 To set a positive example for others, particularly the players and supporters.
- 1.2 To promote and develop the club teams having regard to the interest of the players, supporters and reputation of the game.
- 1.3 To share knowledge and experience when invited to do so by the League.
- 1.4 To avoid all forms or attempts to game the system.
- 1.5 To show due respect to Match Officials, Managers or Coaches, Players, Supporters and others involved in the game.
- 1.6 Not use or inappropriate language during or after match conferences or at media briefings.

2. The Club Officials in the League shall have the following obligations towards the teams:

- 2.1 To make every effort to develop the sporting, technical and tactical ability of the clubs.
- 2.2 To give priority to the interests of the team over self or individual interests.
- 2.3 To resist and forbid the usage of all illegal or unsporting influences, including banned substances and techniques.
- 2.4 To promote ethical principles.
- 2.5 To show due respect to the interests of the players, coaches and officials, supporters and others in the following ways and manner:
 - 2.5.1 To accept the decisions of the Match Official without protest;
 - 2.5.2 To avoid use of words or demonstration or encouragement of actions which may mislead a Match Official;
 - 2.5.3 To show due respect towards Match Officials.



APPENDIX F: CODE OF CONDUCT FOR MATCH OFFICIALS

1. The Match Officials in the League shall have the following obligations towards the Game

The referee has a duty to the game in its widest sense. The referee therefore shall:

- 1.1 Make every effort to prepare fully for a match, both physically and mentally. On the physical level, a referee must be fit and able to keep up with the speed of the game, and he must be alert to give proper decisions from credible locations on the field of play.
- 1.2 Be fair and firm and must resist any possible influence from protests on the part of players, team officials or spectators.
- 1.3 Must show respect towards players and club officials.
- 1.4 Be honest and completely impartial at all times, irrespective of the clubs, players or team officials involved in the match.
- 1.5 Decline to be appointed to a match if not completely physically or mentally fit to referee that match (because of illness, injury, or for other personal or official reasons).
- 1.6 Promptly inform the NFA and the League if unable to referee a team or teams for any reason.
- 1.7 Refrain from requesting hospitality of any kind, or accept any hospitality offered without the written consent of the League.
- 1.8 Always have regard to the best interests of the game, when publicly expressing an opinion on the game or any particular aspect of it, including the characters, opinions or conduct others involved in the game.
- 1.9 Not to tolerate inappropriate language from players and/or club officials and neither should he use, the same.

2. The Match Officials in the League shall have the following obligations towards the Players

- 2.1 The powers of a referee must be used with wise judgment and care. Authority and a firm approach must be combined with respect.
- 2.2 A referee should have regard to protecting the players from unnecessary tackles.

- 2.3 A referee should show due respect when speaking with the players, even in the event of infringements.
- 2.4 In reports, a referee should set out the true facts and not attempt to justify any decisions.

3. The Match Officials in the League shall have the following obligations towards fellow Officials

It is necessary for the referee's authority to be protected, not only for the sake of the game, but also because of the interest of fellow officials, players and the need to protect the reputation of the League.

- 3.1 A referee should refrain from publicly expressing any criticism of fellow referees, assistant referees or other match officials.
- 3.2 A referee should assist with the development of less experienced referees and assistant referees.
- 3.3 An assistant referee should give his total support to the referee, but without undue interference or insistence.



APPENDIX G
DEED OF ADHERENCE

DATEDof 20.....

BETWEEN

LEAGUE MANAGEMENT COMPANY LIMITED

AND



.....CLUB/INVESTOR(NEW SHAREHOLDER)

THIS DEED OF ADHERENCE is made this.....day of 20....

BETWEEN

1. **LEAGUE MANAGEMENT COMPANY LIMITED**, a limited liability company duly incorporated under the Laws of the Federal Republic of Nigeria with its registered office address at.....(hereinafter referred to as "**LMC**" which expression shall where the context admits include its successors in title and assigns) of the one part;

AND

2. [FULL COMPANY NAME], a company duly registered in Nigeria and having its business address at [REGISTERED OFFICE ADDRESS], Nigeria (hereinafter referred to as "**New Shareholder**" which expression shall where the context so admits include its successors-in-title and assigns) of the other part.

BACKGROUND

- (A) LMC is a sports management company which is licensed to administer, manage, organize and develop the Nigeria Professional Football League (the "NPFL") in Nigeria and owns all promotional, marketing, merchandising and advertising rights in the NPFL and its activities.
- (B) LMC as competent authority under licence from the Nigeria Football Association (NFA) (more generally known as the Nigerian Football Federation (NFF)) is required to reserve a percentage of its share capital as nominee shares subject to rules of participation and ownership to participating clubs who meet the eligibility criteria for participation in the Nigeria Premier Football League from time to time;
- (C) To organize the league in accordance with local law, association statutes and International rules and regulations, the LMC has introduced the Nigerian Professional Football Premier League Rules ("Rules") for the efficient running of the "League".
- (D) To secure compliance with the terms of its memorandum and articles of association and its grant of nominee shares to participating clubs the LMC requires each participating club to enter into a Deed of Adherence.
- (E) The New Shareholder is a Football Club/Investor in Nigeria who has acquired Shares [state number of shares subscribed] in the share capital of LMC subject to the terms and conditions of their grant and the League Rules.
- (F) The New Shareholder has agreed to execute this Deed to adhere to and be bound by the League Rules, *the terms of the Broadcast Rights Agreement dated.....and made between the LMC and dated.....;*

the Sponsorship Agreement dated and made between LMC and and all other ancillary Agreements entered into by the LMC.

NOW THIS DEED WITNESSES as follows:

1. Words and expressions used in this Deed shall, unless the context expressly requires otherwise, have the meaning given to them in the Memorandum and Articles of Association of the LMC and the League Rules.
2. The Effective Date means the date of execution of this Deed.
3. The New Shareholder confirms that it has been supplied with a copy of the Memorandum and Articles of Association of the LMC and the League Rules and hereby covenants with the LMC and each of the Members of the Company to comply with and be bound by all of the provisions of the Memorandum and Articles of Association and the Code of Governance of the LMC and the League Rules as may be amended from time to time.
4. The New Shareholder shall observe, perform and be bound by the provisions of the Memorandum and Articles and the Code of Governance of the LMC that contain/govern the obligations of holders of the same class of shares as those that are allotted to the New Shareholder.
5. This Deed shall be governed by and construed in accordance with the Laws of the Federal Republic of Nigeria.

IN WITNESS WHEREOF the Parties hereto have executed these presents the day and year first above written.

THE COMMON SEAL of the within-named **COMPANY**
LEAGUE MANAGEMENT COMPANY LIMITED was hereunto affixed
In the presence of:

DIRECTOR

SECRETARY

THE COMMON SEAL of the within-named **NEW SHAREHOLDER**
.....**LIMITED** was hereunto affixed
In the presence of:

DIRECTOR

SECRETARY