



Declaration of Chester Hanvey, Ph.D.

CANADIAN HOCKEY LEAGUE PLAYER STUDY

June 15, 2016

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QUALIFICATIONS

1. I am an Associate Director at Berkeley Research Group (BRG), a global consulting firm specializing in providing expert services in a variety of legal contexts. I have extensive experience studying many aspects of wage and hour compliance. I regularly perform consulting projects related to labor and employment litigation including allegations of wage and hour violations and discrimination. In my career, I have worked with more than 100 public and private sector organizations, mostly in response to active litigation involving issues such as the classification of employees as overtime-exempt, worker's employment status, off-the clock work, meal and rest break violations and discrimination in hiring, promotions, layoffs and compensation. Many of these studies were conducted with the specific purpose of evaluating the degree of similarity or variability between putative class members for purposes of whether a case could be tried on a class-wide basis.
2. I earned my Ph.D. in industrial/organizational (I/O) psychology with a minor in statistics from the University of Houston. I have published and regularly present my work at professional conferences on topics including wage and hour issues and statistics. Most notably, I am co-editor of the recently published book *Practitioner's Guide to Legal Issues in Organizations*, which provides practical guidance to Human Resources Practitioners and experts working in areas of employment law that are commonly litigated. I authored the chapter in that volume on Wage and Hour Litigation. A more detailed description of my qualifications can be found in my CV, which is attached as Exhibit 1.

OVERVIEW

3. I have been retained by plaintiff's counsel in the matters of *Berg v. Canadian Hockey League* and *Walter v. Canadian Hockey League* to provide my opinion regarding the degree of similarity/variability of experiences across current and former players in the Canadian Hockey League (CHL) as it relates to determining whether players are employees, interns, trainees, or amateur student athletes¹.
4. To help form my opinions, I designed and conducted a job analysis study to systematically collect data regarding the experiences of current and former CHL players. Job analysis is a scientific methodology to gather data that describe various aspects of an organization including tasks or activities performed, outcomes of tasks and activities, equipment used, and the organizational environment² and is one of the most commonly used organizational data collection techniques³. Job analyses are commonly used for many different purposes in organizations, including collecting data relevant to wage and hour disputes⁴.
5. Consistent with professional standards in the field of job analysis, I designed a methodology that involved collecting data from multiple sources⁵. First, I reviewed several documents related to the responsibilities of hockey players and their relationship with the team. These documents included legal filings from both parties and different versions of the Standard Player Agreement. A list of all documents reviewed is attached as Exhibit 2.
6. Next, I collected data directly from Subject Matter Experts (SMEs) through a series of structured interviews with CHL players. The interview design is consistent with

¹ See Amended Consolidated Fresh Statement of Claim

² Gatewood and Field, 2001

³ Morgeson & Campion, 1997

⁴ Hanvey & Banks, 2015

⁵ Levine, Ash, Hall & Sistrunk (1983)

professional standards to collect valid and reliable data regarding the personal experiences of CHL players. A more detailed description of the methodology and the structured interview results are provided below.

DOCUMENT REVIEW

7. An important preliminary step in a job analysis is the review of existing documentation that is relevant to the topic being studied⁶. The materials available for this case provided substantial information related to the similarity/variability of player's experiences in the CHL.
8. First, I reviewed the legal filings in the case to familiarize myself with the relevant issues. Next, I performed a systematic review of the Standard Player Agreement that CHL players sign. The Standard Player Agreement outlines many aspects of the relationship between each player and their team or league. It is my understanding that all class members in this action have signed a Standard Player agreement⁷. Each league (OHL, QMJHL, and WHL) has a version of the Standard Player Agreement and I am informed by counsel that each league modified some of the wording in the agreement in or around 2013. Therefore, it was necessary to review multiple versions of this document.
9. My review of five different versions of the Standard Player Agreement⁸ reveals that, despite any revisions made, they are all similar in their description of the relationship between players and their teams. For example, all versions describe responsibilities of

⁶ Gatewood and Feild, 2001

⁷ See, for example, current OHL standard player agreement which states "Except as otherwise provided by the By-Laws of the Ontario Hockey League, no Player shall be permitted to participate in an Ontario Hockey League regular season of playoff game unless such Player has signed the standard agreement form and it has been filed with and approved by the Ontario Hockey League."

⁸ The current version of the QMJHL Standard Player Agreement has removed much of the language from the agreement itself and instead references a separate document. Therefore, this version of the Standard Player was not included in the analysis.

players which include: representing the team at promotional events, playing exclusively for one team, maintaining good physical conditioning, and following league rules both on and off the ice. The agreement also outlines the responsibilities of the teams to the players, including providing all hockey equipment for players, providing resources to develop players' hockey skills, and providing payments to players.

10. The description of the relationship between the players and the team/league is highly similar across the different versions of Standard Player Agreement I reviewed. As an example, Table 1 below shows the language across all five agreement I reviewed for one of the players responsibilities: "Representing the team at promotional events." Other aspects of the agreement show similar consistency across version.

Table 1. Example of Consistency across Versions of the Standard Player Agreement

Version of Standard Player Agreement⁹	Players' Responsibility
OHL (Post-2013)	4.2.j "[The player agrees to] make promotional appearances representing the Club, the frequency, times and places of such appearances to be reasonably agreed upon by the Club and Player."
OHL (Pre-2013)	4.2.i "[The player further agrees to] make promotional appearances representing the Club, the frequency, times and places of such appearances to be reasonably agreed upon by the Club and Player."
QMJHL (Pre-2013)	3.2.5 "[The Player also agrees:] to cooperate and participate in all promotional events of the Club and/or League for the well being of the Club, the League and hockey in general."
WHL (Post-2013)	T&C 4.2.c "[The player covenants and agrees] at the request or direction of the Club, to cooperate and participate in reasonable promotional activities sponsored by the Club, the WHL or the CHL."
WHL (Pre-2013)	T&C 4.2.c "[The player covenants and agrees] at the request or direction of the Club, to cooperate and participate in reasonable promotional activities sponsored by the Club, the WHL or the CHL."

⁹ The file names associated with each version are included in Exhibit 2 (List of Documents Reviewed)

STRUCTURED INTERVIEWS

11. Consistent with standard job analysis practice, I also collected data directly from a group of SMEs who are the most knowledgeable about the topic being studied. In this study, the most appropriate SMEs are the players themselves. I determined that a structured interview approach would be the most appropriate method for collecting reliable and valid data regarding the experiences of CHL players. Job analysis interviews are also one of the most frequently used job analysis methods¹⁰. The structured interviews were designed to serve two purposes: collect new information to supplement what was learned in the document review and evaluate the validity of the information learned during the document review. The details of the interview methodology and results are described below.

Development of the Structured Interview

12. A structured interview methodology involves asking the same set of questions in a specific order in every interview. This allows responses to be analyzed across players. Many of the interview questions were asked in an open-response format, which allows the player to provide their best descriptions of their personal experiences in their own words. The interview questions were written following established practice for obtaining unbiased, accurate responses from interviewees and for eliminating potential biases that might affect responses¹¹.
13. Interview questions were grouped into six sections, each section designed to elicit information about a different aspect of the player's personal experience. The sections were: (1) Background; (2) Compensation and Expenses; (3) Player Conduct Rules and

¹⁰ Gatewood & Field, 2001

¹¹ See, for example, Diamond, 2003

Regulations; (4) Autonomy; (5) Time Management and Scheduling; and (6) Training and Development.

14. Interviews were conducted following a multi-mode approach by using WebEx, an online virtual meeting tool that allowed players to both hear and read all instructions, interview questions, and typed responses¹². During each interview the interviewer typed the player's verbal responses to each question in real-time into a customized data collection tool which was also visible to the player. The player was instructed to review all responses as the interviewer recorded them to ensure that the response truly reflected the player's experience and that responses were accurately recorded. After developing the interview questions and data collection tool, we reviewed the content with plaintiff's counsel to ensure that the questions addressed the relevant legal issues in this case.
15. Following scientific guidelines and recommended practice¹³, we pilot-tested the structured interview with two participants from our interview sample to collect feedback on the clarity of the communication process, instructions and questions. Each pilot interview took about one hour, and once completed, we asked the players for detailed feedback about the clarity of instructions and questions, and the appropriateness and relevance of the questions and the response options. Based on their feedback, I made minor modifications to a few of the questions. The final set of interview questions is included as Exhibit 3.

Structured Interview Sample

16. The structured interviews were conducted for the purpose obtaining detailed information to assess the degree of similarity/variability between players' experiences and I collected data from a sample that would be sufficient for that purpose. The interview sample

¹² Two participants did not have access to a computer and conduct their interviews by phone only

¹³ See, for example, Gael (1983) and Harvey (1995)

consisted of 13 CHL players who collectively played for 30 CHL teams, including teams in Canada and the US and in all three leagues within the CHL during the relevant time period.

17. In other contexts, the purpose of a data collection procedure is to generate numeric estimates for a population based on data from a sample. This procedure is based on probability theory and requires that certain characteristics of the sample are achieved. However, the purpose of these interviews was not to perform a statistical extrapolation to the population, but rather to assess the degree of similarity/variability between putative class members. The most important characteristic of the sample was that it included players from a variety of different teams and leagues and this was successfully accomplished.
18. The pool of available participants included CHL players who agreed to participate in the interview after contacting plaintiff's counsel¹⁴. Plaintiff's counsel's role in the process was to coordinate the scheduling of interviews using a written script (described below), verify the identity of the player, and confirm that the player fit the parameters of the class definition. Plaintiff's counsel did not screen out or attempt to dissuade any players who volunteered to participate in the interview, provided they could be confirmed as a class member¹⁵.

¹⁴ Ordinarily, counsel would not be involved in this process; however, in this case it was necessary to involve counsel to ensure participation from class members. As discussed below, many players only agreed to participate under the condition that they would be completely anonymous due to concerns about retaliation from the league and/or teams for their participation. Involving counsel allowed me to conduct the interviews anonymously while still ensuring that the players' identity and class member status were verified.

¹⁵ See affidavit of Brendan O'Grady

Conducting the Structured Interviews

19. *Invitation and Scheduling.* I developed and assisted in the implementation of a communication plan to ensure that the sample of players received a standardized and accurate message about the interviews prior to their participation. I prepared a verbal script that was used by staff from Plaintiff's counsel to invite players to participate in the interviews. Specifically, this script informed players that interviews were being conducted by a neutral third party and that during the interview, players should answer all questions truthfully and honestly. This script also instructed Plaintiff's counsel to verify the identity of each person as a current or former CHL player during the relevant class period¹⁶. The interview scheduling script is attached as Exhibit 4.
20. If the player agreed to participate in the interview, Plaintiff's counsel sent them a pre-scripted email that I prepared. The email repeated the instructions from the verbal interview scheduling script and provided the player with the URL link and instructions to join the online meeting for the interview. The email also provided each player a unique verbal password to give to the interviewer to confirm that their identity had been verified by counsel in advance. A sample email is attached as Exhibit 5.
21. Several players were only willing to participate in the interview if their identity could be concealed and their responses were kept anonymous. To protect the identity of these players, their name and personal information were known only by the attorneys and never shared with the interviewers. These players were not required to enter their name or email address when they joined the online meeting and the interviewer could not see the number from which they called. These players were also assured that they would not be asked any

¹⁶ See Affidavit of Brendon O'Grady

questions which might reveal their identity and they were instructed not to answer any questions that they believed would reveal their identity. Players were required to provide their unique verbal password sent to them by plaintiff's counsel at the beginning of the interview.

22. The players who wished to remain anonymous reported that they were concerned about retaliation from the league, teams or their communities if their participation in the lawsuit was known. For example, one player stated that most guys won't want to "burn bridges" by participating. Another believed that he would be jeopardizing a future off-ice career in hockey by participating. Another player is still pursuing a professional career and believed that participating in this lawsuit could hurt his chances. Another stated that he lives in a city with a CHL team and didn't want to risk tarnishing his family's reputation by making his participation in the lawsuit public.
23. *Interview Protocol.* To standardize the manner in which the structured interviews were conducted, we developed a detailed interview protocol and interview script that interviewers strictly followed. The interview protocol specified the procedures interviewers should follow to prepare for, conduct, and conclude each interview. Interviewers followed the interview protocol which instructed them to read the interview instructions aloud for players at the beginning of the interview, to verbalize the exact wording of all interview questions, and to present standardized answers to certain questions (FAQs) if players asked any questions during the interview. This protocol was designed to ensure that interviews were controlled, consistent, and ran smoothly. The detailed interview script ensured that the interview data would be collected in an unbiased and systematic manner. Interviews were conducted between May 26, 2016 and June 10, 2016.

Each interview lasted between 45 minutes and 90 minutes. A list of all interviews is provided in Table 2 below.

Table 2. List of Interviews Conducted

Interview No.	Date	Time (ET)	Day	Interviewer
1	05/26/16	12:00 PM	Thu	Chester Hanvey
2	05/26/16	2:00 PM	Thu	Elizabeth Arnold
3	05/31/16	1:00 PM	Tue	Chester Hanvey
4	05/31/16	5:00 PM	Tue	Elizabeth Arnold
5	05/31/16	8:00 PM	Tue	Elizabeth Arnold
6	06/01/16	4:00 PM	Wed	Chester Hanvey
7	06/02/16	12:00 PM	Thu	Chester Hanvey
8	06/02/16	8:00 PM	Thu	Chester Hanvey
9	06/06/16	3:00 PM	Mon	Chester Hanvey
10	06/08/16	12:00 PM	Wed	Elizabeth Arnold
11	06/08/16	2:30 PM	Wed	Chester Hanvey
12	06/08/16	4:00 PM	Wed	Chester Hanvey
13	06/10/16	5:00 PM	Fri	Chester Hanvey

24. As shown in Table 2, all interviews were conducted by me, or my colleague Elizabeth Arnold. Ms. Arnold is a Director at BRG who also has extensive experience conducting job analyses similar to this in the context of wage and hour litigation. The player responses to all interview questions are included as Exhibit 6.

Features of the Structured Interview Designed to Ensure Valid and Reliable Responses

25. To ensure that the data from the structured interviews were reliable and valid, I incorporated numerous features into the design of the structured interview questions and execution. Each of these features is consistent with best practices when collecting self-report data¹⁷.

¹⁷ See, for example, Diamond (2003), Kahneman, Slovic, & Tversky (1982), Schwarz, & Oyserman (2001), Sudman, Bradburn, & Schwarz (1996)

26. First, all questions were framed to be clear, precise and unbiased. The wording of questions was simple and easy for players to understand. Questions were carefully worded to be unbiased and to not lead players to any particular response. Examples and definitions of key terms were provided throughout to assist players' comprehension of the questions (e.g., practices vs. workouts). Feedback from the pilot participants confirmed that the questions were clear and understandable.
27. To facilitate players' memory for their time in the CHL, players were required to complete a memory facilitation exercise at the beginning of the interview. The exercise was designed based on memory facilitation research and required players to recall the answer to several questions about people they interacted with, team performance, personal living situation and their education during the years they played in the CHL. Memory exercises such as these have been shown to increase the accuracy of retrospective reports¹⁸.
28. Response options and instructions were included to prevent players from "guessing" if they did not know the answer to a question. At the beginning of the interview, players were instructed not to answer any question that they did not know the answer to or did not understand. In addition, multiple choice questions also included a response option for "Don't know / Don't remember." Some players did select this option for some questions, indicating that they understood the instruction and were comfortable selecting this option.
29. To detect and eliminate unreliable, dishonest, or random responding, we embedded several "lie items" into the interview questions. These are questions that we know to always be false in advance and an affirmative response to any of these items indicates that the data

¹⁸ Belli, 2007; Belli, Smith, Andreski & Agrawal, 2007; Freedman, Thornton, Camburn, Alwin & Young-DeMarco, 1988; Schwarz, 2007; VanDerVaart & Glasner, 2007

may be invalid. There were three lie items included in the interview¹⁹ and none of the players we interviewed endorsed any of them, thus indicating that their responses were valid.

30. The order of the response options varied to avoid any potential ordering effects. For example Yes/No questions were worded both positively and negatively so that consistent agreement or disagreement did not favor either party. For questions with different response options, the options were presented in a random order for each player, avoiding any issue with players being more likely to select a certain response because of the order in which it was presented.
31. Logic and branching was built into the online data collection tool so that only relevant questions were asked to each player. For example, if a player reported that they were not required to attend promotional events for the team, follow-up questions about the types of events and consequences for not attending were not asked. This avoided potential confusion and wasted time that can result from asking non-relevant questions.
32. The interviews were conducted by a neutral third party. This was clearly communicated to all players multiple times, including during the scheduling process and the interview introduction. This information was intended to reduce or eliminate the possibility that players would respond in a “socially desirable” manner.
33. Interviews were administered both verbally and visually to reduce potential limitations with a single mode administration. Participants had the advantage of hearing and reading all instructions and questions.

¹⁹ The three items are: Were you required by your team to review the blue feather report?; Were you required to play on an NCAA team during your CHL team’s off-season?; and Were you ever required by your coach to play an entire league game without a helmet?

34. Interviewers followed a written protocol to standardize behavior during the interview which included a written script to begin the interview. Interviewers were also instructed to read all interview questions verbatim. This protocol included instruction on when to ask probing questions and appropriate responses to commonly asked questions. The protocol also included a specific instruction for interviewers to avoid leading the player to any particular response. All interviewers were highly experienced in conducting job analysis interviews and followed the protocol strictly.
35. Because participants could see the responses being typed, the possibility of data entry errors was eliminated. In addition, logic build into the data collection tool prevented many invalid responses from being entered.

Structured Interview Results

36. The structured interview results reveal a high level of similarity between player experiences in the CHL. The players' responses were also highly consistent with the language in the Standard Player Agreement which suggests that the agreements reflect many aspects of player's actual experiences in the CHL. The following section summarizes the results from the structured interviews.
37. *Responsibilities of Hockey Players.* Consistent with the Standard Player Agreements I reviewed, the players reported very similar responsibilities as hockey players in the CHL. Players reported that their primary responsibilities involved training with the team to stay in good physical condition, practicing on the ice, playing hockey games and generally working hard and giving their best effort to become a better hockey player and help the team win. Players also reported having a responsibility to be a good role model off the ice, in the community, and at team events. Players reported that they were required by their

team to arrive at training camp each year in good physical condition and that they accomplished this by training during the summer. All but one player stated they were required to pass a medical exam before they could play hockey. Players also reported that all of their teammates had the same basic set of responsibilities²⁰ and the players who played for multiple teams and leagues stated that their responsibilities were the same across teams and leagues.

38. *Standard Player Agreement.* All players signed the Standard Player Agreement which was the same for all teams for which they played²¹. Several players negotiated changes to the Standard Player Agreement and all of these changes were related to amount of educational reimbursement players would be entitled to. All except one player hired a player agent, and most hired the agent before signing the Standard Player Agreement. Only one of the players paid the player agent and the rest agreed to give the agent a percentage if they were to sign an NHL or European contract.
39. *Time Engaged in Team Activities.* Players reported spending similar amounts of time engaged in team activities. Players reported that they and their teammates were required to adhere to a very consistent schedule each week that involved 4-5 practices²², 2-4 workouts²³ and at least one game. Players reported that practices generally averaged 1-2 hours and team workouts lasted about anywhere from 30 to 90 minutes. Players who played for multiple teams also stated that the number and length of practices was the same

²⁰ A few players noted that team Captains had a few additional responsibilities

²¹ One player noted that his pay was changed when he moved to a different team

²² Two players stated that they had 8 and 9 practices per week

²³ One player reported they he had 5 or 6 workouts per week

for all teams²⁴ for whom they played and that the amount of time engaged in team activities did not significantly change between their first and last year in the league.

40. *Scheduling.* Players also reported very similar experiences when it came to the scheduling of team activities. All players reported that the team (including coaches and trainers) determined the start times and length of practices and team workouts, the team travel schedule for away games, and the required time to be at the arena on game days. Players who missed or were late for any of these events were disciplined in various ways including verbal warnings, team fines, extra workouts, loss of playing time and even being cut from the team.
41. *Team Control over Players.* All players we interviewed reported that the team controlled many aspects of their lives both on and off the ice. Practices were supervised and controlled by coaches and team work-outs were supervised and controlled by team trainers, strength coaches, fitness coaches, or athletic therapists. Players were also required to attend promotional events for the team such as autograph signings, school events, charity events and television and radio interviews. Players were required to follow dress code guidelines at games and team events which typically included a suit and tie or the team track suit. In their personal time, players were required to abide by certain rules, including adhering to the team curfew which was enforced by coaches. All players reported that there were consequences for violating team expectations ranging from extra workouts, to loss of playing time and even being cut from the team²⁵.

²⁴ Several players noted that the high school players did not attend morning workouts

²⁵ Some players reported that they did not know the consequences for violations such as missing team promotional event because no player on their teams ever missed an event

42. *Player Autonomy.* Players all reported that they lacked the ability to control many important aspects of their environment. For example, they had little if any control over which team they played for and which city they were required to live in. Players reported that once drafted or signed, they could not make the decision to play for another team or league without the consent of their team. The only option that players mentioned was leaving their CHL team and moving to a lower tier league such as Junior A or Junior B, which several players described as being “sent down” to a lower league. Several of the players we interviewed were traded to a different team/city during their career and they reported having little, if any control over whether they were traded²⁶ or which team they were traded to. Players were also assigned to live with billet families and had little, if any, control over which billet family they were assigned to.
43. *Compensation.* Interview responses were also very similar with respect to the amount and frequency with which players received payment from their teams. Each player reported that the payments they received were a fixed amount and not based on the number of hours players spent engaged in team activities. Most players reported receiving around \$50 each week although a few noted that they received additional payments as they got older. Players also reported that their payments from the team were insufficient to cover their expenses and they relied on money from their families to cover most expenses. Some players reported that their teams took out payroll deductions from their payments and/or they received a T4 tax document (or W2 in the United States) for the payments they received from the team. Some players reported that team officials used various terms for these payments which included “paychecks,” “checks,” and “allowance.” Four players

²⁶ A few players requested a trade which was approved by the team. Most players were simply told they would be traded

also reported that they received regular expense reimbursements but only one was required to submit receipts in order to receive the reimbursement. All players also believed that their teams would contribute toward their educational expenses after playing in the league.

44. *Equipment and Fees.* All players reported that the team provided hockey equipment such as uniforms, pads, skates and sticks. All but one player also said that the team provided all workout equipment, including paying for gym access, during the season. No players reported that they were required to pay a registration fee or any other fee to play in the league.

45. *Training and Development.* All players believed that they benefited in some way from their experience in the league and that they contributed to the financial success of their club. Most stated that they matured during their time in the CHL, made good friends, improved their hockey skills and learned life skills such as leadership, time management, discipline, professionalism and responsibility. Players also believed that their play on the ice and time spent at promotional events was directly related to the team's ability to sell tickets to games, food and drinks at the arena and team merchandise. All players believed that the primary goal of all teams for which they played was winning games, not developing players either academically or as hockey players. Only one player was aware of any vocational school that provided similar hockey training. No player reported that they were ever called a trainee or an intern by any team employees and most players had never been called a student athlete either²⁷. No player was promised a job at the end of their contract. Players also reported that roster limits forced teams to cut or trade current players when new players were added to the team.

²⁷ Some players reported that during the time they were in school, the league and some school employees called them "student athletes." Only two players reported that their coaches ever used the term "student athlete."

CONCLUSION

46. Based on my review of the available data, CHL players appear to be highly similar with respect to the issues described in the previous sections. The language in the Standard Player Agreements are highly consistent across different versions and consistent with the interview data. All of the sources I reviewed indicate a high level of similarity across CHL players.

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EXHIBIT 1

CHESTER HANVEY, PH.D.

BERKELEY RESEARCH GROUP, LLC
2200 Powell Street, Suite 1200 | Emeryville, CA 94608
Direct: 510.874.5963
chanvey@thinkbrg.com

SUMMARY

Chester Hanvey provides consulting services on labor and employment matters in both litigation and non-litigation contexts. Dr. Hanvey has worked with more than 100 organizations across a range of industries including public and private sectors. He specializes in designing and conducting job analyses and conducting statistical analyses to evaluate wage and hour compliance, appropriateness of class certification, allegations of discrimination, and damages. He has authored chapters and journal articles and regularly gives presentations on topics including wage and hour litigation, class certification, and statistical analyses. Most notably, he is the editor of *HR Practitioner's Guide to Legal Issues in Organizations*, a book that offers practical guidance for evaluating a variety of employment legal issues. His experience includes:

Wage and Hour

- Misclassification (e.g., FLSA and State Exemptions, Independent Contractor)
- Off-the-Clock Work (e.g., Security Checks, Walking time, Donning/Doffing)
- Meal and Rest Breaks (e.g., missed, short or late breaks, on-duty meal breaks)
- Time Clock Policies (e.g., time shaving, improper rounding)
- Damages Estimates (e.g., unpaid time, overtime, penalties, interest)
- Statistical Issues (e.g., class certification, sampling)

Discrimination

- Adverse Impact Analysis
- Test Validation (Public and Private sector)
- Compensation Equity
- Physical Abilities Testing
- Disabilities (e.g., Essential Functions)

EDUCATION

Ph.D. Industrial/Organizational Psychology (Minor: Statistics), University of Houston, 2011

M.A. Industrial/Organizational Psychology, University of Houston, 2008

B.A. Psychology (Minor: Spanish), University of Texas at Austin, 2005

PRESENT EMPLOYMENT

2015-Present Associate Director
Berkeley Research Group, Emeryville, CA

PREVIOUS EMPLOYMENT

2014-2015 Senior Managing Consultant
Berkeley Research Group, Emeryville, CA

2012-2014 Senior Consultant
Lamorinda Consulting, LLC., Orinda, CA

2008-2012 Consultant
Lamorinda Consulting, LLC., Orinda, CA

2008 Instructor
University of Houston, Houston, TX

2007-2008 Teaching Fellow / Lab Instructor
University of Houston, Houston, TX

2007-2008 Consultant (Independent Contractor)
Lamorinda Consulting, LLC., Orinda, CA

2006 Consultant (Independent Contractor)
Development Dimensions International, Inc. (DDI), Bridgeville, PA

EXPERT DISCLOSURES

Stitt, et al. v. San Francisco Municipal Transportation Agency, et al. (2016), Case No. C-12-03704-YGR, U.S.D.C. Northern District of California

Johnson et al. v. The City and County of San Francisco (2015), Case No. CV 09-5509 JSW (N.D. Cal.)

Clayton v. Waste Recycling Services, Inc. (2014), Case No. 3:14-cv-00262-N, (N.D. Tex.)

PROFESSIONAL AFFILIATIONS

Society of Industrial and Organizational Psychology (SIOP), Member
American Psychological Association (APA), Member
San Diego Industrial and Organizational Professionals (SDIOP), Member

SERVICE

SIOP Visibility Committee, Member (2015-2016)
SIOP Speed Mentor, Topic: Legal Issues (2014)
SIOP Conference Reviewer (2011-2015)
Southwest Academy of Management Conference Presentation Reviewer (2008)

PUBLICATIONS

BOOKS AND CHAPTERS

Hanvey, C.M., & Sady, K. (Eds.) (2015). *Practitioner's Guide to Legal Issues in Organizations*. New York, NY: Springer.

Hanvey, C.M., & Banks, C.G. (2015). Wage and Hour Litigation. In C.M. Hanvey and K. Sady (Eds.), *Practitioner's Guide to Legal Issues in Organizations*. New York, NY: Springer.

ARTICLES

Hanvey, C.M., & Arnold, E.B. (2016). *Evaluating Employee Exempt Status According to Revised FLSA Exemption Criteria* [white paper]. Washington, DC: Berkeley Research Group.

Banks, C.G., & **Hanvey, C.M.** (2016). Wage and Hour Litigation Developments and Trends. *The Industrial-Organizational Psychologist*, 53 (3), 80-87.

Dubin, D.F., & **Hanvey, C.M.** (2015). Criterion-Related Validity: Strategies for Addressing Supervisor Rating Errors. *Quarterly: A publication of the Personnel Testing Council of Metropolitan Washington*, X (2), 5-8.

Hanvey, C.M., & Arnold, E.B. (2012). Nature of the Work: On-Duty Meal Periods. *HR Advisor: Legal and Practical Guidance*, (January/February), 20-28.

Hanvey, C.M. (2012). Job Analyses to Study FLSA Exemption Misclassification. *Quarterly: A publication of the Personnel Testing Council of Metropolitan Washington*, VIII (1), 6-9.

OTHER PUBLICATIONS

Arnold, E.B., & **Hanvey, C. M.** (2016, April 29). Tools for Studying Your Employees' Duties. *Five on Friday*. [Web log post]. Seyfarth Shaw LLP.

CONFERENCE PROCEEDINGS

Hanvey, C.M. (2016, April) Panelist, *Implications of Revisions to FLSA Exemptions for Organizations and Employees*. Panel Discussion presented at the annual meeting of the Society for Industrial and Organizational Psychology (SIOP), Anaheim, CA.

Hanvey, C.M. (2016, April) Application of Bayesian Statistics to Wage and Hour Litigation. In K. Sady (Chair), *Beyond Frequentist Paradigms in Legal Scenarios: Consideration of Bayesian Approaches*. Symposium presented at the annual meeting of the Society for Industrial and Organizational Psychology (SIOP), Anaheim, CA.

Hanvey, C.M. (2016, April) Panelist, *Do's and Don'ts of Graduate School: Surviving and Thriving 2.0*. Panel Discussion presented at the annual meeting of the Society for Industrial and Organizational Psychology (SIOP), Anaheim, CA.

Hanvey, C.M. (2015, April) Panelist, *Performance Appraisal: Balancing Business Needs and Legal Defensibility*. Panel Discussion presented at the annual meeting of the Society for Industrial and Organizational Psychology (SIOP), Philadelphia, PA.

Dubin, D.F., & **Hanvey, C.M.** (2015, April). Analyzing Nested Data in Criterion-Related Validation. In K. Sady & D. Dubin (Co-Chairs), *Faces in a Crowd: Data Aggregation Issues in Legal Scenarios*. Symposium presented at the annual meeting of the Society for Industrial and Organizational Psychology (SIOP), Philadelphia, PA.

Hanvey, C.M. (2015, April) Panelist, *Do's and Don'ts of Graduate School: Surviving and Thriving*. Panel Discussion presented at the annual meeting of the Society for Industrial and Organizational Psychology (SIOP), Philadelphia, PA.

Hanvey, C.M. (2014, May). Evaluating "Statistically Significant" Within-Title Variability. In C. Hanvey (Chair), *Within-Group Variability: Methodological and Statistical Advancements in the Legal Context*. Symposium presented at the annual meeting of the Society for Industrial and Organizational Psychology (SIOP), Honolulu, HI.

Hanvey, C.M. (2014, May). Chair, *Within-Group Variability: Methodological and Statistical Advancements in the Legal Context*. Symposium presented at the annual meeting of the Society for Industrial and Organizational Psychology (SIOP), Honolulu, HI.

Hanvey, C.M., Banks, C. G. & Arnold, E. B. (2013, April). Appropriate Analyses at Different Stages of a Class Action Lawsuit. In C. Hanvey & K. Sady (Co-Chairs), *I-O in the Legal Context: Inconsistencies in Understanding and Application*. Symposium presented at the annual meeting of the Society for Industrial and Organizational Psychology (SIOP), Houston, TX.

Hanvey, C.M. & Sady, K. (2013, April). Co-Chairs, *I-O in the Legal Context: Inconsistencies in Understanding and Application*. Symposium presented at the annual meeting of the Society for Industrial and Organizational Psychology (SIOP), Houston, TX.

Hanvey, C.M., Arnold, E. B. (2012, August). Nature of the Work: On-Duty Meal Periods. In C. Hanvey (Chair), *Innovation in Job Analysis: Creative Solutions to Unique Challenges*. Symposium presented at the annual meeting of the American Psychological Association (APA), Orlando, FL.

Hanvey, C.M., (2012, August). Chair, *Innovation in Job Analysis: Creative Solutions to Unique Challenges*. Symposium presented at the annual meeting of the American Psychological Association (APA), Orlando, FL.

Hanvey, C.M. (2012, April) Chair, *Job Analysis in a Legal Environment*. Panel Discussion conducted at the annual meeting of the Society for Industrial and Organizational Psychology (SIOP), San Diego, CA.

Hanvey, C.M., Campion, J. E., Sady, K. (2009, April). *Juror Decisions in Wrongful Termination Cases: A Multi-Level Justice Perspective*. Interactive Poster presented at the annual meeting of the Society for Industrial and Organizational Psychology (SIOP), New Orleans, LA.

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5/19/16

EXHIBIT 2

List of Documents Reviewed

File Name	Description
2015.11.09 - BERG.AMENDED.CONSolidATED CLAIM -	Claim for Berg v. Canadian Hockey League
2015.11.10 - WALTER.Amended.Amended.Amended.Alberta Claim - FILED.pdf	Claim for Walter v. Canadian Hockey League
SOD of CHL.pdf	Statement of Defense by the CHL
SOD of Tri-City Americans.CHL	Statement of Defense by the Tri-City Americans
007 A - QMJHL 16-19 yr old 2008-2013.pdf	QMJHL (Pre-2013) Standard Player Agreement
007 B - QMJHL 2013 16-19 yr olds.pdf	QMJHL (Post-2013) Standard Player Agreement
WHL-Current Standard Player Agreement.pdf	WHL (Post-2013) Standard Player Agreement
WHL Player Standard Player Agreement-Terms.pdf	WHL (Post-2013) Standard Player Agreement (Terms and
3P.WHL-Standard-Player-Agreement-between-Lukas-Walter-and-the-Tri-City-Americans.pdf	WHL (Pre-2013) Standard Player Agreement
OHL-Current Standard Player Agreement.pdf	OHL (Post-2013) Standard Player Agreement
3R.Redacted-OHL-Standard-Player-Form.pdf	OHL (Pre-2013) Standard Player Agreement
WHL- Everett-Tri-City-Seattle-Spokane-4 Teams Questionnaire.pdf	WHL responses to Child Labor Investigation in Washington
Defendants-Responding-Motion-Record-Volume-I-unredacted-1.pdf	Affidavit of David Branch (CHL president and OHL Commissioner)
Defendants-Responding-Motion-Record-Volume-I-unredacted.pdf	Affidavit of David Branch (CHL vice president and WHL
002-Affidavit-of-Lukas-Walter.pdf	Affidavit of Lukas Walter
2.Affidavit-of-Samuel-Berg.pdf	Affidavit of Samuel Berg

EXHIBIT 3

Canadian Hockey League Player Experience Interview

Pre-Interview Details

VALIDATION Must be numeric

Interview Number

VALIDATION %s format expected

Date of Interview:

Start Time (PT)

[Format: h:mm in military time]

Interviewer Name

Does the Player want the interview to be anonymous?

- Yes
- No

Comments?

Player Background

1. Which league(s) did you play for?

- Ontario Hockey League (OHL)
- Quebec Major Junior Hockey League (QMJHL)
- Western Hockey League (WHL)

VALIDATION Min = 1 Max = 5 Must be numeric

LOGIC Show/hide trigger exists.

2. How many seasons were you on a CHL team?

(Playing at least one league or tournament game counts as a season)

3. Please identify the league(s) played for and the seasons played in each league by selecting the appropriate boxes in the table below:

	OHL	QMJHL	WHL
1990-1991	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
1991-1992	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
1992-1993	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
1993-1994	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
1994-1995	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	OHL	QMJHL	WHL

1995-1996	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
1996-1997	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
1997-1998	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
1998-1999	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
1999-2000	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

OHL QMJHL WHL

2000-2001	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
2001-2002	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
2002-2003	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
2003-2004	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
2004-2005	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

OHL QMJHL WHL

2005-2006	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
2006-2007	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
2007-2008	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
2008-2009	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
2009-2010	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

OHL QMJHL WHL

2010-2011	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
2011-2012	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
2012-2013	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
2013-2014	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
2014-2015	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

OHL QMJHL WHL

2015-2016	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
2016-2017	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

VALIDATION Min = 10 Max = 25 Must be numeric

4. What age were you when you signed with your first CHL team?

VALIDATION Min = 1 Max = 20 Must be numeric

LOGIC Show/hide trigger exists.

5. How many different CHL teams did you play for?

6. Which team(s) did you play for?

[Question Optional for anonymity purposes]

- Barrie Colts (OHL)
- Erie Otters (OHL)
- Flint Firebirds (OHL)
- Guelph Storm (OHL)
- Hamilton Bulldogs (OHL)
- Kingston Frontenacs (OHL)
- Kitchener Rangers (OHL)
- London Knights (OHL)
- Mississauga Steelheads (OHL)
- Niagara IceDogs (OHL)
- North Bay Battalion (OHL)
- Oshawa Generals (OHL)
- Ottawa 67's (OHL)
- Owen Sound Attack (OHL)
- Peterborough Petes (OHL)

- Saginaw Spirit (OHL)
- Sarnia Sting (OHL)
- Sault Ste. Marie Greyhounds (OHL)
- Sudbury Wolves (OHL)
- Windsor Spitfires (OHL)
- Acadie-Bathurst, Titan (QMJHL)
- Blainville-Boisbriand, Armada (QMJHL)
- Cape Breton, Screaming Eagles (QMJHL)
- Charlottetown, Islanders (QMJHL)
- Chicoutimi, Saguenéens (QMJHL)
- Drummondville, Voltigeurs (QMJHL)
- Gatineau, Olympiques (QMJHL)
- Moncton, Wildcats (QMJHL)
- Québec, Remparts (QMJHL)
- Rimouski, Océanic (QMJHL)
- Rouyn-Noranda, Huskies (QMJHL)
- Saint John, Sea Dogs (QMJHL)
- Shawinigan, Cataractes (QMJHL)
- Sherbrooke, Phoenix (QMJHL)
- Val-d'Or, Foreurs (QMJHL)
- Victoriaville, Tigres (QMJHL)
- Brandon Wheat Kings (WHL)
- Calgary Hitmen (WHL)
- Edmonton Oil Kings (WHL)
- Everett Silvertips (WHL)
- Kamloops Blazers (WHL)

- Kelowna Rockets (WHL)
- Kootenay ICE (WHL)
- Lethbridge Hurricanes (WHL)
- Medicine Hat Tigers (WHL)
- Moose Jaw Warriors (WHL)
- Portland Winterhawks (WHL)
- Prince Albert Raiders (WHL)
- Prince George Cougars (WHL)
- Red Deer Rebels (WHL)
- Regina Pats (WHL)
- Saskatoon Blades (WHL)
- Seattle Thunderbirds (WHL)
- Spokane Chiefs (WHL)
- Swift Current Broncos (WHL)
- Tri-City Americans (WHL)
- Vancouver Giants (WHL)
- Victoria Royals (WHL)
- Other - Write In (1)
- Other - Write In (2)

Player Compensation and Expenses

LOGIC Show/hide trigger exists.

7. Did you receive a **weekly or bi-weekly payment** from your team while you were a player?

- Yes
- No
- Don't know / Don't remember

LOGIC Hidden unless: Question "Did you receive a **weekly or bi-weekly payment** from your team while you were a player? " #7 is one of the following answers ("Yes")

8. **How frequently** did you receive a payment?

- Weekly
- Bi-Weekly
- Other (specify)

- Don't know / Don't remember

LOGIC Hidden unless: Question "Did you receive a **weekly or bi-weekly payment** from your team while you were a player? " #7 is one of the following answers ("Yes")

9. **How much** were the payments you received?

LOGIC Hidden unless: Question "Did you receive a **weekly or bi-weekly payment** from your team while you were a player? " #7 is one of the following answers ("Yes")

10. How did you receive these payments?

- Cash
- Check
- Direct Deposit
- Other (Specify)

- Don't know / Don't remember

LOGIC Hidden unless: Question "Did you receive a **weekly or bi-weekly payment** from your team while you were a player? " #7 is one of the following answers ("Yes")

11. Were any **deductions** taken out of the payments you received?

- Yes
- No
- Don't know / Don't remember

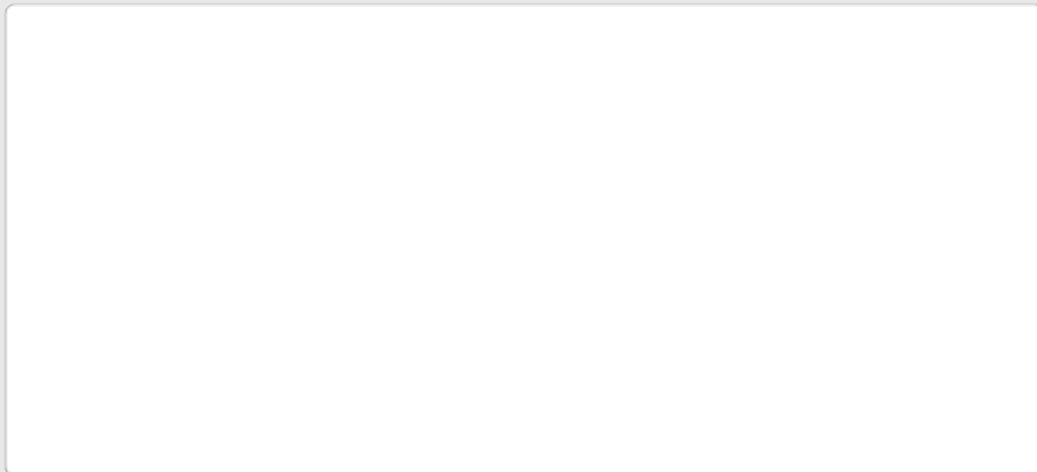
LOGIC Hidden unless: Question "Did you receive a **weekly or bi-weekly payment** from your team while you were a player? " #7 is one of the following answers ("Yes")

12. What did you understand the **reason** the team was providing you these payments to be?



LOGIC Hidden unless: Question "Did you receive a **weekly or bi-weekly payment** from your team while you were a player? " #7 is one of the following answers ("Yes")

13. What, if any, term did team employees and coaches use to refer to the weekly or bi-weekly payment you received? In other words, **what did they call these payments?**



LOGIC Hidden unless: (Question "Did you receive a **weekly or bi-weekly payment** from your team while you were a player? " #7 is one of the following answers ("Yes") AND Question "How many seasons were you on a CHL team? (Playing at least one league or tournament game counts as a season)" #2 is exactly equal to "5")

14. What was your **compensation in your fifth year** playing for a CHL team (i.e., overage year)?

LOGIC Show/hide trigger exists.

15. Did you receive a weekly or bi-weekly payment for **reimbursement for expenses** from your team while you were a player?

- Yes
- No
- Don't know / Don't remember

LOGIC Hidden unless: Question "Did you receive a weekly or bi-weekly payment for **reimbursement for expenses** from your team while you were a player? " #15 is one of the following answers ("Yes")

16. In **which season** did you begin to receive reimbursements?

LOGIC Hidden unless: Question "Did you receive a weekly or bi-weekly payment for **reimbursement for expenses** from your team while you were a player? " #15 is one of the following answers ("Yes")

17. Were you **required to submit receipts** in order to receive the reimbursement for expenses?

- Yes
- No
- Don't know / Don't remember

LOGIC Hidden unless: Question "Did you receive a weekly or bi-weekly payment for **reimbursement for expenses** from your team while you were a player? " #15 is one of the following answers ("Yes")

18. What, if any, term did team employees and coaches use to refer to the reimbursements you received? In other words, **what did they call the reimbursements?**

Player Compensation and Expenses (cont.)

LOGIC Show/hide trigger exists.

19. Did you ever receive a **T4** (Canada) or **W2** (US) tax document from the league or your team?

- Yes
- No
- Don't know / Don't remember

LOGIC Hidden unless: Question "Did you ever receive a **T4** (Canada) or **W2** (US) tax document from the league or your team? " #19 is one of the following answers ("Yes")
20. What did you receive the tax document for (e.g., payments, reimbursements, educational expenses, something else)?

LOGIC Show/hide trigger exists.

21. Did you or your family supply your own **ice hockey equipment**, such as: uniforms, skates, pads or sticks?

- Yes
- No
- Don't know / Don't remember

LOGIC Hidden unless: Question "Did you or your family supply your own **ice hockey equipment**, such as: uniforms, skates, pads or sticks?" #21 is one of the following answers ("Yes")

22. What ice hockey equipment did you supply?

LOGIC Show/hide trigger exists. Hidden unless: Question "Did you or your family supply your own **ice hockey equipment**, such as: uniforms, skates, pads or sticks?" #21 is one of the following answers ("Yes")

23. Did the team supply **any** ice hockey equipment, such as: uniforms, skates, pads or sticks?

- Yes
- No
- Don't know / Don't remember

LOGIC Hidden unless: Question "Did the team supply **any** ice hockey equipment, such as: uniforms, skates, pads or sticks?" #23 is one of the following answers ("Yes")

24. What ice hockey equipment did **the team** supply?

LOGIC Hidden unless: Question "Did you or your family supply your own **ice hockey equipment**, such as: uniforms, skates, pads or sticks?" #21 is one of the following answers ("No")

25. **Who** provided this equipment to you (uniforms, skates, pads or sticks)?

LOGIC Hidden unless: Question "Did you or your family supply your own **ice hockey equipment**, such as: uniforms, skates, pads or sticks?" #21 is one of the following answers ("No")

26. How frequently did they provide this equipment for you (uniforms, skates, pads or sticks)?

LOGIC Show/hide trigger exists.

27. During the season, did you supply your own **training and conditioning equipment such as treadmill or other cardio machines and/or weights?**

- Yes
- No
- Don't know / Don't remember

LOGIC Hidden unless: Question "During the season, did you supply your own **training and conditioning equipment** such as treadmill or other cardio machines and/or weights? " #27 is one of the following answers ("No")

28. Who provided this equipment for you (training and conditioning equipment) during the season?

29. Did you pay a **registration fee**, or any other fees, to play in the CHL?

- Yes
- No
- Don't know / Don't remember

30. To what extent did you have to use **your own (or family's) money to cover living expenses** during the season (e.g., meals, entertainment, gas, cell phone, internet, travel)?

LOGIC Show/hide trigger exists.

31. Did you think, or do you expect, that your team would contribute toward your **educational expenses** to go to college or University **after playing in the league**?

- Yes
- No
- Don't know / Don't remember

LOGIC Hidden unless: Question "Did you think, or do you expect, that your team would contribute toward your **educational expenses** to go to college or University **after playing in the league?** " #31 is one of the following answers ("Yes")

32. **Why** do you think the team agreed to contribute toward your educational expenses?

Player Conduct Rules and Regulations

LOGIC Show/hide trigger exists.

33. Did you sign a **Standard Player Agreement (i.e., Contract)** before you began playing for a CHL team?

- Yes
- No
- Don't know / Don't remember

LOGIC Show/hide trigger exists. Hidden unless: Question "Did you sign a **Standard Player Agreement (i.e., Contract)** before you began playing for a CHL team?" #33 is one of the following answers ("Yes")

34. Did anyone **negotiate any changes or improvements** to the Standard Player Agreement before you signed it?

- Yes
- No
- Don't know / Don't remember

LOGIC Hidden unless: Question "Did anyone **negotiate any changes or improvements** to the Standard Player Agreement before you signed it?" #34 is one of the following answers ("Yes")

35. **What** was changed or improved?

LOGIC Show/hide trigger exists. Hidden unless: Question "How many different CHL teams did you play for?" #5 is greater than "1"

36. Was the agreement you signed the **same for each team** you played for?

- Yes
- No
- Don't know / Don't remember

LOGIC Hidden unless: Question "Was the agreement you signed the **same for each team** you played for? " #36 is one of the following answers ("No")

37. **What was different** about the Standard Player Agreements?

38. Were you **promised a job** at the end of your contract?

- Yes
- No
- Don't know / Don't remember

Player Conduct Rules and Regulations (cont.)

LOGIC Show/hide trigger exists.

39. Did you have a **player agent**?

- Yes
- No
- Don't know / Don't remember

LOGIC Hidden unless: Question "Did you have a **player agent**?" #39 is one of the following answers ("Yes")

40. **When** did the player agent start to represent you?

LOGIC Hidden unless: Question "Did you have a **player agent**?" #39 is one of the following answers ("Yes")

41. **Why** did you hire the player agent?

LOGIC Show/hide trigger exists. Hidden unless: Question "Did you have a **player agent**?" #39 is one of the following answers ("Yes")

42. Did you **pay** the player agent?

- Yes
- No
- Don't know / Don't remember

LOGIC Hidden unless: Question "Did you **pay** the player agent?" #42 is one of the following answers ("No")

43. How does the player agent get paid?

Player Conduct Rules and Regulations (cont.)

LOGIC Show/hide trigger exists.

44. Were there any **team or league rules** that prohibited you from engaging in any specific activities (e.g., drinking, curfew) **in your personal time** (during the season)?

- Yes
- No
- Don't know / Don't remember

LOGIC Hidden unless: Question "Were there any **team or league rules** that prohibited you from engaging in any specific activities (e.g., drinking, curfew) **in your personal time** (during the season)? " #44 is one of the following answers ("Yes")

45. **What activities** were prohibited?

LOGIC Hidden unless: Question "Were there any **team or league rules** that prohibited you from engaging in any specific activities (e.g., drinking, curfew) **in your personal time** (during the season)? " #44 is one of the following answers ("Yes")

46. **Who enforced** these rules?

LOGIC Hidden unless: Question "Were there any **team or league rules** that prohibited you from engaging in any specific activities (e.g., drinking, curfew) **in your personal time** (during the season)? " #44 is one of the following answers ("Yes")

47. What were the **consequences** if a player violated these rules?

Player Conduct Rules and Regulations (cont.)

48. What were your **primary responsibilities as a hockey player** in the league?

49. What were the most **important** things you could do to be successful as a hockey player in the league?

50. What activities did you **spend the most time performing** as a hockey player in the league?

51. Did all players on your team have **similar responsibilities**?

Player Conduct Rules and Regulations (cont.)

LOGIC Show/hide trigger exists.

52. If a player's **performance** did not meet the team's expectations, were their consequences?

- Yes
- No
- Don't know / Don't remember

LOGIC Hidden unless: Question "If a player's **performance** did not meet the team's expectations, were their consequences?" #52 is one of the following answers ("Yes")
53. What were the consequence (if a player's performance did not meet the team's expectations)?

Player Conduct Rules and Regulations (cont.)

54. Were you required by your team to review the **blue feather report?**

- Yes
- No
- Don't know / Don't remember

LOGIC Show/hide trigger exists.

55. Were you required to **pass a medical examination to play for your team?**

- Yes
- No
- Don't know / Don't remember

LOGIC Hidden unless: Question "Were you required to **pass a medical examination** to play for your team?" #55 is one of the following answers ("Yes")

56. Were you required to pass a medical examination **before each season** you played?

LOGIC Show/hide trigger exists.

57. Were you required by your team to **report for training camp in good physical condition**?

- Yes
- No
- Don't know / Don't remember

LOGIC Hidden unless: Question "Were you required by your team to **report for training camp in good physical condition**?" #57 is one of the following answers ("Yes")

58. **How did you ensure** that you were in good physical condition for training camp?

LOGIC Hidden unless: Question "Were you required by your team to **report for training camp in good physical condition?**" #57 is one of the following answers ("Yes")
59. **Who determined** whether you were in good physical condition when you arrived at training camp?

LOGIC Hidden unless: Question "Were you required by your team to **report for training camp in good physical condition?**" #57 is one of the following answers ("Yes")
60. How was good physical condition **defined**?

LOGIC Hidden unless: Question "Were you required by your team to **report for training camp in good physical condition?**" #57 is one of the following answers ("Yes")
61. What were the **consequences** if you were not in good physical condition when you arrived at training camp?

LOGIC Show/hide trigger exists.

62. Were you required by your team to stay in good physical condition **throughout the season**?

- Yes
- No
- Don't know / Don't remember

LOGIC Hidden unless: Question "Were you required by your team to stay in good physical condition **throughout the season**?" #62 is one of the following answers ("Yes")

63. **How did you ensure** that you were in good physical condition throughout the season?

LOGIC Hidden unless: Question "Were you required by your team to stay in good physical condition **throughout the season**?" #62 is one of the following answers ("Yes")

64. What were the **consequences** for not being in good physical condition throughout the season ?

65. **Who** decided how much playing time each player received in games?

66. **What factors** determined the amount of playing time each player received?

Player Autonomy

LOGIC Show/hide trigger exists.

67. Did you have the ability to **switch teams** after you had been drafted by a team or signed with a team?

- Yes
- No
- Don't know / Don't remember

LOGIC Hidden unless: Question "Did you have the ability to **switch teams** after you had been drafted by a team or signed with a team? " #67 is one of the following answers ("Yes")

68. Who, if anyone, needed to **approve** switching teams?

LOGIC Show/hide trigger exists.

69. Were you ever **traded** to a different team within the CHL?

- Yes
- No
- Don't know / Don't remember

LOGIC Hidden unless: Question "Were you ever **traded** to a different team within the CHL?" #69 is one of the following answers ("Yes")

70. What role, if any, did you have in deciding **whether** you were traded?

LOGIC Hidden unless: Question "Were you ever **traded** to a different team within the CHL?" #69 is one of the following answers ("Yes")

71. What role, if any, did you have in deciding **which team** you were traded to?

LOGIC Hidden unless: Question "Were you ever **traded** to a different team within the CHL?" #69 is one of the following answers ("Yes")

72. Were you in **high school** when you were traded?

- Yes
- No
- Don't know / Don't remember

73. Did you have a **no-trade clause** in your Standard Player Agreement?

- Yes
- No
- Don't know / Don't remember

74. If a new player was signed to the team, would **other players ever be traded or cut** to make room on the roster for the new player?

Player Autonomy (cont.)

LOGIC Show/hide trigger exists.

75. Could you **play for another hockey team or league** while you were still a player for your CHL team?

- Yes
- No
- Don't know / Don't remember

LOGIC Hidden unless: Question "Could you **play for another hockey team or league** while you were still a player for your CHL team? " #75 is one of the following answers ("Yes")

76. Did your team need to **give permission** for you to play for another hockey team or league while you were still on a CHL team?

77. Are you aware of any circumstances in which a player could **leave their team and play for a team in another league** (e.g., Junior A or Junior B) without their CHL team's permission?

78. Were you required to play on an **NCAA team** during your CHL team's off-season?

- Yes
- No
- Don't know / Don't remember

Player Autonomy (cont.)

LOGIC Show/hide trigger exists.

79. Did you live with a **billet family** while you played hockey in the league?

- Yes
- No
- Don't know / Don't remember

LOGIC Hidden unless: Question "Did you live with a **billet family** while you played hockey in the league?" #79 is one of the following answers ("Yes")

80. What role, if any, did you have in deciding **which family** you lived with?

Player Autonomy (cont.)

LOGIC Show/hide trigger exists.

81. Did you ever **attend high school** as a full-time student while you were a hockey player in the league?

- Yes
- No
- Don't know / Don't remember

VALIDATION Max = 6 Must be numeric Whole numbers only Positive numbers only

LOGIC Hidden unless: Question "Did you ever **attend high school** as a full-time student while you were a hockey player in the league?" #81 is one of the following answers ("Yes")

82. **How many seasons** did you play in the league while you were still a full-time student in high school?

LOGIC Show/hide trigger exists. Hidden unless: Question "Did you ever **attend high school** as a full-time student while you were a hockey player in the league?" #81 is one of the following answers ("Yes")

83. During the season, did you typically attend high school **all five days per week**?

- Yes
- No
- Don't know / Don't remember

LOGIC Hidden unless: Question "During the season, did you typically attend high school **all five days per week**?" #83 is one of the following answers ("No")

84. **Why did you not attend high school all five days** per week during the season?

Player Autonomy (cont.)

LOGIC Show/hide trigger exists.

85. Were you required to attend any **television, radio and/or promotional events** for the team and/or league?

- Yes
- No
- Don't know / Don't remember

LOGIC Hidden unless: Question "Were you required to attend any **television, radio and/or promotional events** for the team and/or league? " #85 is one of the following answers ("Yes")

86. **What kind of events** were you required to attend ?

LOGIC Hidden unless: Question "Were you required to attend any **television, radio and/or promotional events** for the team and/or league? " #85 is one of the following answers ("Yes")

87. What were the **consequences** if you did not attend these events?

Player Time Management and Scheduling

88. Did you receive a **written schedule** that told you the dates and times for your practices, work-outs and games?

- Yes
- No
- Don't know / Don't remember

89. Who determined the start times for **practices**?

- Don't know / Don't remember
- League
- Other (Specify)
- I did (Player)
- Team (e.g., coaches, trainers, GM)

90. Who determined the start times for **team work-outs**?

Other (Specify)

I did (Player)

League

Don't know / Don't remember

Team (e.g., coaches, trainers, GM)

91. Who determined the **length of practices**?

Other (Specify)

Team (e.g., coaches, trainers, GM)

I did (Player)

League

Don't know / Don't remember

92. Who determined the **length of team work-outs**?

Don't know / Don't remember

Other (Specify)

Team (e.g., coaches, trainers, GM)

I did (Player)

League

93. What would have been the consequences for **missing practices or team work-outs**?

94. What would have been the consequences for **arriving late to practices or team work-outs**?

LOGIC Show/hide trigger exists.

95. Were **all players** on the team required to attend the same practices and team work-outs?

- Yes
- No
- Don't know / Don't remember

LOGIC Hidden unless: Question "Were **all players** on the team required to attend the same practices and team work-outs?" #95 is one of the following answers ("No")

96. **Why** were some players not required to attend?

LOGIC Hidden unless: Question "Were **all players** on the team required to attend the same practices and team work-outs?" #95 is one of the following answers ("No")

97. Did all players spend roughly the **same amount of time** practicing?

Player Time Management and Scheduling (cont.)

98. What were players required to do in a **typical practice**?

LOGIC Show/hide trigger exists.

99. Did someone from the team **supervise and control player activities during practices?** In other words, did someone tell you what to do during practice?

- Yes
- No
- Don't know / Don't remember

LOGIC Hidden unless: Question "Did someone from the team **supervise and control player activities during practices?** In other words, did someone tell you what to do during practice?" #99 is one of the following answers ("Yes")

100. **Who** supervised and controlled player activities during practice?

101. What were players required to do in a **typical team work-out?**

LOGIC Show/hide trigger exists.

102. Did someone from your team **supervise and control team work-outs**? In other words, did someone tell you what to do during team work-outs?

- Yes
- No
- Don't know / Don't remember

LOGIC Hidden unless: Question "Did someone from your team **supervise and control team work-outs**? In other words, did someone tell you what to do during team work-outs?" #102 is one of the following answers ("Yes")

103. **Who** supervised and controlled team work-outs?

Player Time Management and Scheduling (cont.)

104. **How many practices** did you attend in a typical week during the season?

105. What was the typical **length of a practice**?

106. **How many team work-outs** did you attend in a typical week during the season?

107. What was the typical **length of a team work-out**?

Player Time Management and Scheduling (cont.)

LOGIC Show/hide trigger exists.

108. Were you required to arrive at the arena on game day **at a specific time**?

- Yes
- No
- Don't know / Don't remember

LOGIC Hidden unless: Question "Were you required to arrive at the arena on game day **at a specific time?** " #108 is one of the following answers ("Yes")

109. **Who determined** what time you needed to arrive at the arena on game days?

LOGIC Hidden unless: Question "Were you required to arrive at the arena on game day **at a specific time?** " #108 is one of the following answers ("Yes")

110. What were the **consequences** for arriving late to a game?

LOGIC Hidden unless: Question "Were you required to arrive at the arena on game day **at a specific time?** " #108 is one of the following answers ("Yes")

111. Was the required arrival time on game days the **same for all players** on your team?

112. What did you typically do **between the time you arrived at the arena and the start of the game**?

Player Time Management and Scheduling (cont.)

LOGIC Show/hide trigger exists.

113. Were you required to follow **dress code guidelines** when you were at team events or games?

- Yes
- No
- Don't know / Don't remember

LOGIC Hidden unless: Question "Were you required to follow **dress code guidelines** when you were at team events or games?" #113 is one of the following answers ("Yes")

114. What were the dress code guidelines?

115. Were you ever required by your coach to play an **entire league game without a helmet**?

- Yes
- No
- Don't know / Don't remember

Player Time Management and Scheduling (cont.)

116. Who determined the **travel schedule** for away games?

117. Who **booked your travel arrangements** (e.g., bus, hotel) for away games?

118. Did **all of the players on the team travel together** to away games?

- Yes
- No
- Don't know / Don't remember

LOGIC Hidden unless: Question "How many seasons were you on a CHL team? (Playing at least one league or tournament game counts as a season)" #2 is greater than "1"

119. Did the amount of time you spent with the team (e.g., practices, training, games) **change between your first year and your last year in the CHL?**

Training and Development

LOGIC Show/hide trigger exists.

120. Was your time playing in the league an opportunity to **apply knowledge you learned in the classroom?** In other words, was the information you learned in school useful when you were playing hockey?

- Yes
- No
- Don't know / Don't remember

LOGIC Hidden unless: Question "Was your time playing in the league an opportunity to **apply knowledge you learned in the classroom?** In other words, was the information you learned in school useful when you were playing hockey?" #120 is one of the following answers ("Yes")

121. What knowledge were you able to apply?

122. Who, if anyone, did you consider to be your **supervisor**?

123. Was your supervisor a **professional with expertise** in hockey?

124. Did your supervisor **provide you with regular feedback** on your performance?

LOGIC Show/hide trigger exists.

125. Did **you benefit personally** from your experience playing in the league?

- Yes
- No
- Don't know / Don't remember

LOGIC Hidden unless: Question "Did **you benefit personally** from your experience playing in the league?" #125 is one of the following answers ("Yes")

126. **In what ways** did you personally benefit?

LOGIC Show/hide trigger exists.

127. Do you think that you and your teammates contributed to the **financial success of the organization**?

- Yes
- No
- Don't know / Don't remember

LOGIC Hidden unless: Question "Do you think that you and your teammates contributed to the **financial success of the organization**?" #127 is one of the following answers ("Yes")

128. **In what ways** do you think that you and your teammates contributed to the financial success of the organization?

LOGIC Show/hide trigger exists.

129. Did any team employees ever refer to you as an **“intern”**?

- Yes
- No
- Don't know / Don't remember

LOGIC Hidden unless: Question "Did any team employees ever refer to you as an **“intern”**?" #129 is one of the following answers ("Yes")

130. What was this person(s) job title?

LOGIC Show/hide trigger exists.

131. Did any team employees ever refer to you as a **“trainee”**?

- Yes
- No
- Don't know / Don't remember

LOGIC Hidden unless: Question "Did any team employees ever refer to you as a **"trainee"**?" #131 is one of the following answers ("Yes")

132. What was this person(s) job title?

LOGIC Show/hide trigger exists.

133. Did any team employees ever refer to you as a **"student athlete"**?

- Yes
- No
- Don't know / Don't remember

LOGIC Hidden unless: Question "Did any team employees ever refer to you as a **"student athlete"**?" #133 is one of the following answers ("Yes")

134. What was this person(s) job title?

LOGIC Show/hide trigger exists.

135. Do you know of any **vocational schools** that provide training in hockey?

(Vocational schools are traditionally distinguished from four-year colleges by their focus on job-specific training to students who are typically bound for one of the skilled trades, rather than providing academic training for students pursuing careers in a professional discipline)

- Yes
- No
- Don't know / Don't remember

LOGIC Hidden unless: Question "Do you know of any **vocational schools** that provide training in hockey?"

(Vocational schools are traditionally distinguished from four-year colleges by their focus on job-specific training to students who are typically bound for one of the skilled trades, rather than providing academic training for students pursuing careers in a professional discipline)" #135 is one of the following answers ("Yes")

136. Is the training that you received in the league **similar to what you would get in a vocational school**?

137. Based on your experience, what was the primary goal of the team?

Winning games

Other (Specify)

Developing players' hockey skills

Developing players' academic skills

Don't know / Don't Remember

138. Please explain your previous response including how you know this.

EXHIBIT 4

Canadian Hockey League

Player Job Analysis

Script 1: For Charney Lawyers to Schedule Player Interview
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DIRECTIONS

This document is intended to be used by a representative from Charney Lawyers to contact current and former CHL players to schedule interviews with BRG. Please use this document as a verbal guide and do not send it to players.

It is important that all players receive the same information about the interviews and are instructed to answer interview questions about their personal experiences in the CHL truthfully and honestly.

Some responses to commonly asked questions are provided on page 3 of this document. If you do not know the answer to a question or need additional information, please contact Chester Hanvey at (619) 925-8612. Thank you for your assistance with this study.

SCRIPT

- I am contacting you regarding your upcoming interview with an external firm about your experience playing in the CHL.

- The interviews are being schedule for 45 minutes and can be conducted at your convenience any time between noon and 9pm (Eastern Time), Monday through Friday.
 - *[If the player is not available during those time periods]* Let me know when you are available and we will make arrangements to do the interview at that time.

- The interviews are being conducted by a neutral third party, not someone from my law firm. During the interview, we ask that you answer all questions to the best of your ability. Please do not answer as you think others would want you to answer or to make a particular point. It is important that your responses are truthful and accurate.

- The interview will be conducted using an online meeting software (call "WebEx") which will allow you to see the questions as the interviewer reads them to you. To participate in the interview, you'll need to have a computer with internet access and a phone line. Do you have access to a private space with a computer and phone for 45 minutes?
 - *[If no, notify Chester Hanvey and ask follow-up question regarding just phone line]* Do you have access to a provide space with a phone for 45 minutes?

- If you would like, we can keep your responses to be anonymous and ensure that your identity is protected. If you choose this option, the interviewer will not know your name and you will not be required to provide any information that may be used to identify you personally. Can we use your name or would you prefer to remain anonymous?
- Next, I will provide the interviewer with your availability and send you an email shortly with an agreed upon date and time for your interview as well as logon details.
- I will also need to verify your identity. Once I do so, I will provide you a unique password that you should report verbally to the interviewer at the beginning of the interview.
- Do you have any other questions?
- Great, thank you in advance for your participation in this study.

Responses to Frequently Asked Questions

- ***Why are you doing this study?***
We want to learn about the experiences of different hockey players in the CHL.
- ***Who will be conducting the Interview?***
Interviews will be conducted by an independent firm, BRG, which specializes in developing and conducting interviews and surveys.
- ***Is this related to a lawsuit?***
Yes, it is likely that the information collected will be used in litigation.
- ***Can I see the final results?***
I don't know what the plans are for distributing the results,
- ***What do you hope to learn from this?***
BRG hopes to understand the specific details of the individual players' experiences in the CHL.
- ***Is there anything I should or should not say in the interview?***
You should answer all questions as truthfully and honestly as you can.
- ***How will you ensure my responses are anonymous?***
If you wish to remain anonymous, the interviewer will not know your name or any other information about you. You will not be required to reveal any information that you believe could reveal your identity.

EXHIBIT 5

Canadian Hockey League

Player Job Analysis

Script 2: Email from Charney Lawyers to Player with Information about Interview

For Players who do NOT wish to remain anonymous

Subject: Interview Regarding Canadian Hockey League Player Experience

Hello [player name],

Thank you for agreeing to participate in this study. The details regarding the date, time and login directions are included below. You will also find below a verbal password that you must provide to the interviewer at the beginning of the interview. Do not share this password with anyone else.

As we discussed on our call, the purpose of the interview is to learn more about your experience as a player in the Canadian Hockey League. The information you provide may be used in connection with a lawsuit. However, the company conducting the interviews is a neutral party and has no interest in the outcome of this lawsuit. Therefore, we ask that you answer all questions to the best of your ability. Please do not answer as you think others would want you to answer or to make a particular point. It is important that your responses are truthful and accurate.

The date and time of the interview is listed below. The interview will be conducted using an online meeting software (call "WebEx"). This program will allow you to see the interview questions as the interviewer reads them to you out loud, and to watch as the interviewer types your responses to the questions. As you answer the questions and see the interviewer entering your responses, you will be encouraged to tell the interviewer to make any changes you want to your responses until you are comfortable with them.

To join the meeting, click the link below and follow the instructions. When prompted, enter your name and email address. Next, use your phone to dial into the number listed on the screen. This is how you will join the audio portion of the meeting.

Technical Details: If you have never used WebEx before, it may take a few minutes to download some necessary software. Please log on a few minutes early and follow the prompts.

If you use a Mac (or have trouble accessing the meeting on a PC):

1. Download and open the Google Chrome Browser
2. Go to www.webex.com
3. Click "Join" in the upper-right corner
4. Enter the meeting number and password below when prompted

[INSERT UNIQUE VERBAL PASSWORD]

[INSERT UNQUE WEBEX LOGIN INFORMATION]

For Players who DO wish to remain anonymous

Subject: Interview Regarding Canadian Hockey League

Hello [player name],

Thank you for agreeing to participate in this study. The details regarding the date, time and login directions are included below. You will also find below a verbal password that you must provide to the interviewer at the beginning of the interview. Do not share this password with anyone else.

As we discussed on our call, the purpose of the interview is to learn more about your experience as a player in the Canadian Hockey League. The information you provide may be used in connection with a lawsuit. However, the company conducting the interviews is a neutral party and has no interest in the outcome of this lawsuit. Therefore, we ask that you answer all questions to the best of your ability. Please do not answer as you think others would want you to answer or to make a particular point. It is important that your responses are truthful and accurate.

Your responses to the interview will be anonymous and we will ensure that your identity is protected. The interviewer will not know your name and you will not be required to provide any information that may be used to identify you personally.

The date and time of the interview is listed below. The interview will be conducted using an online meeting software (call "WebEx"). This program will allow you to see the interview questions as the interviewer reads them to you out loud, and to watch as the interviewer types your responses to the questions. As you answer the questions and see the interviewer entering your responses, you will be encouraged to tell the interviewer to make any changes you want to your responses until you are comfortable with them.

To join the meeting, click the link below and follow the instructions. If prompted to enter your name and email, enter "Player" and temp@email.com. Next, use your phone to dial into the number listed on the screen. This is how you will join the audio portion of the meeting.

Technical Details: If you have never used WebEx before, it may take a few minutes to download some necessary software. Please log on a few minutes early and follow the prompts.

If you use a Mac (or have trouble accessing the meeting on a PC):

1. Download and open the Google Chrome Browser
2. Go to www.webex.com
3. Click "Join" in the upper-right corner
4. Enter the meeting number and password below when prompted

[INSERT UNIQUE VERBAL PASSWORD]

[INSERT UNQUE WEBEX LOGIN INFORMATION]

EXHIBIT 6

1. Password

Survey to be accessed by BRG Interviewers ONLY.

Please enter password:

Password : Orinda201

2. Pre-Interview Details

Interview Number

1

Date of Interview:

05/26/2016

Start Time (PT)

[Format: h:mm in military time]

9:00

[If this is being completed again for a player who had a different experience on different teams, indicate which team this is being completed for] - Otherwise, skip this question.

Interviewer Name

Chester Harvey

Does the Player want the interview to be anonymous?

No

Comments?

9. Player Background

1. Which league(s) did you play for?

Ontario Hockey League (OHL)

Quebec Major Junior Hockey League (QMJHL)

2. How many seasons were you on a CHL team?

4

3. Please identify the league(s) played for and the seasons played in each league by selecting the appropriate boxes in the table below:

	OHL	QMJHL	WHL
1990-1991			
1991-1992			
1992-1993			
1993-1994			
1994-1995			
1995-1996			
1996-1997			
1997-1998			
1998-1999			
1999-2000			
2000-2001			
2001-2002			
2002-2003			
2003-2004			
2004-2005			
2005-2006			
2006-2007			
2007-2008			
2008-2009			
2009-2010	X		
2010-2011	X		
2011-2012	X		
2012-2013	X	X	
2013-2014			
2014-2015			
2015-2016			
2016-2017			

4. What age were you when you signed with your first CHL team?

16

5. How many different CHL teams did you play for?

5

6. Which team(s) did you play for?

[Question Optional for anonymity purposes]

Barrie Colts (OHL)

Niagara IceDogs (OHL)

Sudbury Wolves (OHL)
Moncton, Wildcats (QMJHL)
Other - Write In (1): Belleville

11. Player Compensation and Expenses

7. Did you receive a weekly or bi-weekly payment from your team while you were a player?

Yes

8. How frequently did you receive a payment?

Bi-Weekly

9. How much were the payments you received?

\$100 every 2 weeks

10. How you receive these payments?

Check

11. Were any deductions taken out of the payments you received?

No

12. What did you understand the reason the team was providing you these payments to be?

It was our salary

13. What, if any, term did team employees and coaches use to refer to the weekly or bi-weekly payment you received? In other words, what did they call these payments?

Paychecks

What was your compensation in your fifth year playing for a CHL team (i.e., overage year)?

14. Did you receive a weekly or bi-weekly payment for reimbursement for expenses from your team while you were a player?

No

In which season did you begin to receive reimbursements?

Were you required to submit receipts in order to receive the reimbursement for expenses?

What, if any, term did team employees and coaches use to refer to the reimbursements you received? In other words, what did they call the reimbursements?

12. Player Compensation and Expenses (cont.)

15. Did you ever receive a T4 (Canada) or W2 (US) tax document from the league or your team?

Yes

16. What did you receive the tax document for (e.g., payments, reimbursements, educational expenses, something else)?

It was education

17. Did you or your family supply your own ice hockey equipment, such as: uniforms, skates, pads or sticks?

No

18. Who provided this equipment to you (uniforms, skates, pads or sticks)?

The team

19. How frequently did they provide this equipment for you (uniforms, skates, pads or sticks)?

At the beginning of every year

20. Did you supply your own training and conditioning equipment such as treadmill or other cardio machines and/or weights?

No

21. Who provided this equipment for you (training and conditioning equipment)?

The team

22. Did you pay a registration fee, or any other fees, to play in the CHL?

No

23. To what extent did you have to use your own (or family's) money to cover living expenses during the season (e.g., meals, entertainment, gas, cell phone, internet, travel)?

My parents had to pay for a lot of things because \$100 was not a lot.

24. Did you think, or do you expect, that your team would contribute toward your educational expenses to go to college or University after playing in the league?

Yes

25. Why do you think the team agreed to contribute toward your educational expenses?

I was told that the prospect players in the league get a better school package right away.

13. Player Conduct Rules and Regulations

26. Did you sign a Standard Player Agreement before you began playing for a CHL team?

Yes

27. Did anyone negotiate any changes or improvements to the Standard Player Agreement before you signed it?

Yes

28. What was changed or improved?

The changes were to my education. I received 4 years of education expenses after playing my first game.

29. Was the agreement you signed the same for each team you played for?

Yes

What was different about the Standard Player Agreements?

30. Were you promised a job at the end of your contract?

No

14. Player Conduct Rules and Regulations (cont.)

31. Did you have a player agent?

Yes

32. When did the player agent start to represent you?

When I was 16, before I signed by agreement

33. Why did you hire the player agent?

Because I was a prospect in the league and I wanted to be best suited to get to the next level

34. Did you pay the player agent?

No

35. How does the player agent get paid?

When I sign a professional contract, they would receive a portion of that

15. Player Conduct Rules and Regulations (cont.)

36. Were there any team or league rules that prohibited you from engaging in any specific activities (e.g., drinking, curfew) in your personal time (during the season)?

Yes

37. What activities were prohibited?

We had a curfew, had to be home by 10pm or 10:30pm. We had to call and leave a message on the coaches answering machine every night.

38. Who enforced these rules?

The team

39. What were the consequences if a player violated these rules?

The coach talks to you. You would be scratched from games, possibly practice. The player would also have to pay a team fine, around \$25.

16. Player Conduct Rules and Regulations (cont.)

40. What were your primary responsibilities as a hockey player in the league?

Ensure that you are ready to play, in top condition, work-out, be a good role model in the community, be professional, loading the bus with equipment, do appearances with fans (e.g., autograph signing, reading books in classrooms). If you were in school, you also had a duty to attend school. Drive other players to the arena if they didn't have a car, eat healthy.

41. What were the most important things you could do to be successful as a hockey player in the league?

Keep up with conditioning

42. What activities did you spend the most time performing as a hockey player in the league?

Working out to stay in shape

43. Did all players on your team have similar responsibilities?

Yes

17. Player Conduct Rules and Regulations (cont.)

44. If a player's performance did not meet the team's expectations, were there consequences?

Yes

45. What were the consequences (if a player's performance did not meet the team's expectations)?

They would be a "healthy scratch" from games.

46. If a player did not follow team rules, were their consequences?

Yes

47. What were some of the team rules?

Curfew, there were no written rules. As a rookie, you learn the rules and you have to make sure you don't step out of line. For example, you can't be late for practice or games, or for the bus. Later in general, you would get in trouble.

48. What were the consequences (if a player did not follow team rules)?

You would receive a team fine, coach would talk to you. You would miss games or you may get an intense "punishment" skate at the end of practice (extra exercise).

18. Player Conduct Rules and Regulations (cont.)

49. Were you required by your team to review the blue feather report?

Don't know / Don't remember

50. Were you required to pass a medical examination to play for your team?

Yes

51. Were you required to pass a medical examination before each season you played?

Yes

52. Were you required by your team to report for training camp in good physical condition?

Yes

53. How did you ensure that you were in good physical condition for training camp?

Pushing myself all summer and working out with my goalie coach and trainer.

54. Who determined whether you were in good physical condition when you arrived at training camp?

Everyone would notice if you were not in good physical condition. The trainers and coaches would notice if you could not perform on the ice.

55. How was good physical condition defined?

The trainers and coaches would notice if you could not perform on the ice.

56. What were the consequences if you were not in good physical condition when you arrived at training camp?

You might not make the team, you might be put on a very intense training plan.

57. Were you required by your team to stay in good physical condition throughout the season?

Yes

58. How did you ensure that you were in good physical condition throughout the season?

Working out with the team trainer and working on out my own, pushing yourself.

59. What were the consequences for not being in good physical condition throughout the season?

Missing games until you are ready.

60. Who decided how much playing time each player received in games?

Coaches (head coach and at least 2 assistants)

61. What factors determined the amount of playing time each player received?

Talent, how hard they are working, coaches liked how you played, whether you are a hot streak,

19. Player Autonomy

62. Did you have the ability to switch teams after you had been drafted by a team?

No

Who, if anyone, needed to approve switching teams?

63. Were you ever traded to a different team within the CHL?

Yes

64. What role, if any, did you have in deciding whether you were traded?

No role, I did not have a choice.

65. What role, if any, did you have in deciding which team you were traded to?

No choice.

66. Were you in high school when you were traded?

Yes

67. Did you have a no-trade clause in your Standard Player Agreement?

No

68. If a new player was signed to the team, would other players ever be traded or cut to make room on the roster for the new player?

Yes

20. Player Autonomy (cont.)

69. Could you play for another hockey team or league while you were still a player for your CHL team?

No

Did your team need to give permission for you to play for another hockey team or league while you were still on a CHL team?

70. Are you aware of any circumstances in which a player could leave their team and play for a team in another league (e.g., Junior A or Junior B) without their CHL team's permission?

No, they need the team's permission, like if they were sent down.

71. Were you required to play on an NCAA team during your CHL team's off-season?

No

21. Player Autonomy (cont.)

72. Did you live with a billet family while you played hockey in the league?

Yes

73. What role, if any, did you have in deciding which family you lived with?

I did not have a role. We were assigned to a family.

22. Player Autonomy (cont.)

74. Did you ever attend high school while you were a hockey player in the league?

Yes

75. How many seasons did you play in the league while you were still in high school?

2

76. During the season, did you typically attend high school all five days per week?

Yes

Why did you not attend high school all five days per week during the season?

23. Player Autonomy (cont.)

77. Were you required to attend any television, radio and/or promotional events for the team and/or league?

Yes

78. What kind of events were you required to attend ?

Ball hockey games, TV show (called "Colts Corner"), autograph signings at the arena, team dinners, reading books at schools

79. What were the consequences if you did not attend these events?

Team fine, talked to by coach, missing games

24. Player Time Management and Scheduling

80. Did you receive a written schedule that told you the dates and times for your practices, work-outs and games?

Yes

81. Who determined the start times for practices?

Team

82. Who determined the start times for team work-outs?

Team

83. Who determined the length of practices?

Other (Specify): Coach

84. Who determined the length of team work-outs?

Other (Specify): Trainer

85. What would have been the consequences for missing practices or team work-outs?

Talked to by coach, team fine, missed games

86. What would have been the consequences for arriving late to practices or team work-outs?

Talked to by coach, team fine

87. Were all players on the team required to attend the same

practices and team work-outs?

No

88. Why were some players not required to attend?

Some practice were power play or penalty kill specific, or goalie specific. In some cases, everyone would be on the ice together doing different things. In other cases they may stay a little before or after practice. All non-high school player were required to attend "breakfast club" with was 9am workout.

25. Player Time Management and Scheduling (cont.)

89. What were players required to do in a typical practice?

Drills, whatever the coach had ready for us.

90. Did someone from the team supervise and control player activities during practices?

Yes

91. Who supervised and controlled player activities during practice?

The coaches

92. What were players required to do in a typical team work-out?

Whatever the trainer had written up. Early in the week, we would do more weight lifting. Throughout the week we would do cardio, own-body weight lifts (pushups, etc), core strength.

93. Did someone from your team supervise and control team work-outs?

Yes

94. Who supervised and controlled team work-outs?

Trainer

26. Player Time Management and Scheduling (cont.)

95. How many practices did you attend in a typical week during the season?

5

96. What was the typical length of a practice?

2 hours

97. How many team work-outs did you attend in a typical week during the season?

5

98. What was the typical length of a team work-out?

At least an hour. Later in the week, they are shorter.

27. Player Time Management and Scheduling (cont.)

99. Were you required to arrive at the arena on game day at a specific time?

Yes

100. Who determined what time you needed to arrive at the arena on game days?

The players and the coach, it was a team rule.

101. What were the consequences for arriving late to a game?

Team fine, talked to by coach, may miss some shifts during the game

102. Was the required arrival time on game days the same for all

players on your team?

Yes

103. What did you typically do between the time you arrived at the arena and the start of the game?

Get dressed, stretch, watch videos of opposing team, team meetings, get equipment together (make repairs, tape stick, etc). Go for a 15 min team workout to get loose (running, high knees).

28. Player Time Management and Scheduling (cont.)

104. Were you required to follow dress code guidelines when you were at team events or games?

Yes

105. What were the dress code guidelines?

Must be in a suit or team track suit. If it was casual, you couldn't have any holes in you jeans. Must look professional.

106. Were you ever required by your coach to play an entire league game without a helmet?

No

29. Player Time Management and Scheduling (cont.)

107. Who determined the travel schedule for away games?

The coach and staff

108. Who booked your travel arrangements (e.g., bus, hotel) for away games?

I assume the coach

109. Did all of the players on the team travel together to away games?

Yes

110. Did the amount of time you spent with the team (e.g., practices, training, games) change between your first year and your last year in the CHL?

It was all pretty much the same. All the scheduling was the same, even for the different teams. The only difference, on the Barrie Colts, we didn't work out a lot as a team.

30. Training and Development

111. Was your time playing in the league an opportunity to apply knowledge you learned in the classroom?

No

What knowledge were you able to apply?

112. Who, if anyone, did you consider to be your supervisor?

The coach

113. Was your supervisor a professional with expertise in hockey?

Yes

114. Did your supervisor provide you with regular feedback on your performance?

Usually

115. Did you benefit personally from your experience playing in the league?

Yes

116. In what ways did you personally benefit?

Learning professionalism, punctuality, how to be in the public eye

117. Do you think that you and your teammates contributed to the financial success of the organization?

Yes

118. In what ways do you think that you and your teammates contributed to the financial success of the organization?

By playing well, people want to come watch the top prospects. Player's family and friend buy tickets to games. The team promotes the top players (e.g., posters in arena) and people want to come see them play. Talking to people in the community, getting them to come to games. Building the fan base by attending appearances, promoting the team on social media - being good or attractive can bring in fans.

31. Training and Development (cont.)

119. Did any team employees ever refer to you as an "intern"?

No

What was this person(s) job title?

120. Did any team employees ever refer to you as a "trainee"?

No

What was this person(s) job title?

121. Did any team employees ever refer to you as a "student athlete"?

No

What was this person(s) job title?

32. Training and Development (cont.)

122. Do you know of any vocational school that provide training in hockey?

No

Is the training that you received in the league similar to what you would get in a vocational school?

123. Based on your experience, what was the primary goal of the team?

Winning games

124. Please explain your previous response.

They want to bring in the best players and they want to win as many games as possible each year. they want to win a championship every year. Its every team's goal to make it to the playoffs. This was the atmosphere on the team.

1. Password

Survey to be accessed by BRG Interviewers ONLY.

Please enter password:

Password : Orinda201

2. Pre-Interview Details

Interview Number

2

Date of Interview:

05/26/2016

Start Time (PT)

[Format: h:mm in military time]

10:57

[If this is being completed again for a player who had a different experience on different teams, indicate which team this is being completed for] - Otherwise, skip this question.

Interviewer Name

Elizabeth Arnold

Does the Player want the interview to be anonymous?

No

Comments?

9. Player Background

1. Which league(s) did you play for?

Quebec Major Junior Hockey League (QMJHL)

2. How many seasons were you on a CHL team?

1

3. Please identify the league(s) played for and the seasons played in each league by selecting the appropriate boxes in the table below:

	OHL	QMJHL	WHL
1990-1991			
1991-1992			
1992-1993			
1993-1994			
1994-1995			
1995-1996			
1996-1997			
1997-1998			
1998-1999			
1999-2000			
2000-2001			
2001-2002			
2002-2003			
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2005-2006			
2006-2007			
2007-2008			
2008-2009			
2009-2010			
2010-2011			
2011-2012		X	
2012-2013			
2013-2014			
2014-2015			
2015-2016			
2016-2017			

4. What age were you when you signed with your first CHL team?

18

5. How many different CHL teams did you play for?

1

6. Which team(s) did you play for?

[Question Optional for anonymity purposes]

Drummondville, Voltigeurs (QMJHL)

11. Player Compensation and Expenses

7. Did you receive a weekly or bi-weekly payment from your team while you were a player?

Yes

8. How frequently did you receive a payment?

Bi-Weekly

9. How much were the payments you received?

\$50 per week. so \$100 total. They were taxed so I didn't get full \$100. Don't remember exact amount received after taxes.

10. How you receive these payments?

Don't know / Don't remember

11. Were any deductions taken out of the payments you received?

Yes

12. What did you understand the reason the team was providing you these payments to be?

It was living allowances, spending money.

13. What, if any, term did team employees and coaches use to refer to the weekly or bi-weekly payment you received? In other words, what did they call these payments?

Not much talk of payments except when sign the contract. I don't know.

What was your compensation in your fifth year playing for a CHL team (i.e., overage year)?

14. Did you receive a weekly or bi-weekly payment for reimbursement for expenses from your team while you were a player?

No

In which season did you begin to receive reimbursements?

Were you required to submit receipts in order to receive the reimbursement for expenses?

What, if any, term did team employees and coaches use to refer to the reimbursements you received? In other words, what did they call the reimbursements?

12. Player Compensation and Expenses (cont.)

15. Did you ever receive a T4 (Canada) or W2 (US) tax document from the league or your team?

Yes

16. What did you receive the tax document for (e.g., payments, reimbursements, educational expenses, something else)?

I think it was based on taxes for biweekly payments.

17. Did you or your family supply your own ice hockey equipment, such as: uniforms, skates, pads or sticks?

Yes

Who provided this equipment to you (uniforms, skates, pads or sticks)?

How frequently did they provide this equipment for you (uniforms, skates, pads or sticks)?

18. Did you supply your own training and conditioning equipment such as treadmill or other cardio machines and/or weights?

No

19. Who provided this equipment for you (training and conditioning equipment)?

During off-season had to get a trainer and had pay for own gym membership, but during season they paid for membership and there was a weight room in the dressing room area of our home rink.

20. Did you pay a registration fee, or any other fees, to play in the CHL?

No

21. To what extent did you have to use your own (or family's) money to cover living expenses during the season (e.g., meals, entertainment, gas, cell phone, internet, travel)?

Not very much, don't know exact extent. Cell phone paid on my own. My parents travel wasn't covered either. It was an 8 hour trip and my dad came up every other weekend.

22. Did you think, or do you expect, that your team would contribute toward your educational expenses to go to college or University after playing in the league?

Yes

23. Why do you think the team agreed to contribute toward your educational expenses?

I thought this because i was on the contract. CHL did this because it was a mandate and it is their way of maintaining players and preventing players from going to NCAA.

13. Player Conduct Rules and Regulations

24. Did you sign a Standard Player Agreement before you began playing for a CHL team?

Yes

25. Did anyone negotiate any changes or improvements to the Standard Player Agreement before you signed it?

Yes

26. What was changed or improved?

My dad never really told me. I know that the contract was for 1 year but he wanted 2 years. There was set amount guarantee scholarship based on number of years you play, so I signed a contract which promised 2 years of scholarship even if I played less than 2 years.

Was the agreement you signed the same for each team you played for?

What was different about the Standard Player Agreements?

27. Were you promised a job at the end of your contract?

No

14. Player Conduct Rules and Regulations (cont.)

28. Did you have a player agent?

Yes

29. When did the player agent start to represent you?

second half of the season I had one. He didn't do much other than moral support.

30. Why did you hire the player agent?

He had many clients and everyone had an agent.

31. Did you pay the player agent?

No

32. How does the player agent get paid?

if pro contract is signed he gets percentage

15. Player Conduct Rules and Regulations (cont.)

33. Were there any team or league rules that prohibited you from engaging in any specific activities (e.g., drinking, curfew) in your personal time (during the season)?

Yes

34. What activities were prohibited?

10pm curfew, no drinking unless the curfew was lifted in event of a win on a weekend (not very often), no tobacco. When on the road couldn't leave hotel. No gambling.

35. Who enforced these rules?

coaches, billets, trainers, public would report on us.

36. What were the consequences if a player violated these rules?

The whole team would skate for 2 hours. Not sure what individual consequences were because I never broke any of them.

16. Player Conduct Rules and Regulations (cont.)

37. What were your primary responsibilities as a hockey player in the league?

had to be there for every practice, traveled for games, team workouts, individual workouts that were mandatory. We had card that scanned when went in gym and coach got report on whether we went to gym or not. Expected to perform at a high level and be respectful in public.

38. What were the most important things you could do to be successful as a hockey player in the league?

I thought I was working hard but I wasn't getting ice time. In my team the physical players (fighters) got the ice time. My stats were better than those players and they still got to play.

39. What activities did you spend the most time performing as a hockey player in the league?

practice, working out, games, traveling

40. Did all players on your team have similar responsibilities?

yes. Captains maybe a little bit more.

17. Player Conduct Rules and Regulations (cont.)

41. If a player's performance did not meet the team's expectations, were their consequences?

Yes

42. What were the consequence (if a player's performance did not meet the team's expectations)?

on my team it was inconsistent. there was a bias toward the French players. they seemed to get more leniency.

43. If a player did not follow team rules, were their consequences?

Yes

44. What were some of the team rules?

curfew, no drinking, no tobacco, no leaving hotel- same response as other rule question

45. What were the consequences (if a player did not follow team rules)?

team would skate for hours and not sure

18. Player Conduct Rules and Regulations (cont.)

46. Were you required by your team to review the blue feather report?

No

47. Were you required to pass a medical examination to play for your team?

Don't know / Don't remember

Were you required to pass a medical examination before each season you played?

48. Were you required by your team to report for training camp in good physical condition?

Yes

49. How did you ensure that you were in good physical condition for training camp?

I trained 5 to 6 times a week in off-season

50. Who determined whether you were in good physical condition when you arrived at training camp?

coaching staff and trainers. Had to do a conditioning test.

51. How was good physical condition defined?

conditioning test. A variety of things- bench press, pull ups, long jump. Similar to what NHL combined does.

52. What were the consequences if you were not in good physical condition when you arrived at training camp?

one of the players that was on the team the year before got a low score on the test and they cut him that day right afterwards. He was English. Not sure if would have happened to French guy.

53. Were you required by your team to stay in good physical condition throughout the season?

Yes

54. How did you ensure that you were in good physical condition throughout the season?

workout after every practice, 5 times a week. Then on days off have to work out as well. Then if we were scratched for a game we would have to workout.

55. What were the consequences for not being in good physical condition throughout the season?

everyone was in great physical condition. You would not have been there if not in good condition.

56. Who decided how much playing time each player received in games?

coaches- head and assistant

57. What factors determined the amount of playing time each player

received?

their perception of good performance seemed to be fighters and French guys.

19. Player Autonomy

58. Did you have the ability to switch teams after you had been drafted by a team?

No

Who, if anyone, needed to approve switching teams?

59. Were you ever traded to a different team within the CHL?

No

What role, if any, did you have in deciding whether you were traded?

What role, if any, did you have in deciding which team you were traded to?

Were you in high school when you were traded?

60. Did you have a no-trade clause in your Standard Player Agreement?

Yes

61. If a new player was signed to the team, would other players ever be traded or cut to make room on the roster for the new player?

yes, that was inevitable

20. Player Autonomy (cont.)

62. Could you play for another hockey team or league while you were still a player for your CHL team?

No

Did your team need to give permission for you to play for another hockey team or league while you were still on a CHL team?

63. Are you aware of any circumstances in which a player could leave their team and play for a team in another league (e.g., Junior A or Junior B) without their CHL team's permission?

No

64. Were you required to play on an NCAA team during your CHL team's off-season?

No

21. Player Autonomy (cont.)

65. Did you live with a billet family while you played hockey in the league?

Yes

66. What role, if any, did you have in deciding which family you lived with?

None

22. Player Autonomy (cont.)

67. Did you ever attend high school while you were a hockey player in the league?

Yes

68. How many seasons did you play in the league while you were still in high school?

1

69. During the season, did you typically attend high school all five days per week?

Yes

Why did you not attend high school all five days per week during the season?

23. Player Autonomy (cont.)

70. Were you required to attend any television, radio and/or promotional events for the team and/or league?

Yes

71. What kind of events were you required to attend ?

skating with the public, signing autographs

72. What were the consequences if you did not attend these events?

everyone showed up so have no idea

24. Player Time Management and Scheduling

73. Did you receive a written schedule that told you the dates and times for your practices, work-outs and games?

No

74. Who determined the start times for practices?

Team

75. Who determined the start times for team work-outs?

Team

76. Who determined the length of practices?

Team

77. Who determined the length of team work-outs?

Team

78. What would have been the consequences for missing practices or team work-outs?

you would be in trouble but I don't know because I was never late or missed

79. What would have been the consequences for arriving late to practices or team work-outs?

my roommate missed a workout and he got cut a week later. Was directly related

80. Were all players on the team required to attend the same practices and team work-outs?

No

81. Why were some players not required to attend?

Some instances were specific players had to go to practice and workouts while others didn't based on what coaches thought was needed.

25. Player Time Management and Scheduling (cont.)

82. What were players required to do in a typical practice?

We worked very hard. All very tired by end of the practice. The drills were skill based but high paced and required conditioning.

83. Did someone from the team supervise and control player activities during practices?

Yes

84. Who supervised and controlled player activities during practice?

Coaches

85. What were players required to do in a typical team work-out?

We worked hard and were very tired afterwards. Cardio, lifting weights and various other types. Plyometrics (jumping)

86. Did someone from your team supervise and control team work-outs?

Yes

87. Who supervised and controlled team work-outs?

trainers and coaches

26. Player Time Management and Scheduling (cont.)

88. How many practices did you attend in a typical week during the season?

4 or 5

89. What was the typical length of a practice?

an hour and a half to 2 hours

90. How many team work-outs did you attend in a typical week during the season?

5 or 6

91. What was the typical length of a team work-out?

1 to 1.5 hrs

27. Player Time Management and Scheduling (cont.)

92. Were you required to arrive at the arena on game day at a specific time?

Yes

93. Who determined what time you needed to arrive at the arena on game days?

coaches

94. What were the consequences for arriving late to a game?

I don't think many people were late, didn't happen. If someone was late it was 5 minutes and wasn't a big deal, just got a talking to.

95. Was the required arrival time on game days the same for all players on your team?

yes

96. What did you typically do between the time you arrived at the arena and the start of the game?

we had team warm-up that was outside which was negative 40 degrees. 30 to 45 minutes. Then it was meetings with the coaches and the groups within the team based on position and special team (power play).

28. Player Time Management and Scheduling (cont.)

97. Were you required to follow dress code guidelines when you were at team events or games?

Yes

98. What were the dress code guidelines?

suit and tie

99. Were you ever required by your coach to play an entire league game without a helmet?

No

29. Player Time Management and Scheduling (cont.)

100. Who determined the travel schedule for away games?

The league determined when the games were and the team determined the travel schedule.

101. Who booked your travel arrangements (e.g., bus, hotel) for away games?

No idea, someone on the team. Could have been the coach or GM.

102. Did all of the players on the team travel together to away games?

Yes

103. Did the amount of time you spent with the team (e.g., practices, training, games) change between your first year and your last year in the CHL?

N/A

30. Training and Development

104. Was your time playing in the league an opportunity to apply knowledge you learned in the classroom?

No

What knowledge were you able to apply?

105. Who, if anyone, did you consider to be your supervisor?

the coaches and billets

106. Was your supervisor a professional with expertise in hockey?

coaches were

107. Did your supervisor provide you with regular feedback on your performance?

yes

108. Did you benefit personally from your experience playing in the league?

Yes

109. In what ways did you personally benefit?

it was character building

110. Do you think that you and your teammates contributed to the financial success of the organization?

Yes

111. In what ways do you think that you and your teammates

contributed to the financial success of the organization?

the players is what gets fans to pay for tickets. No players then you have nothing.

31. Training and Development (cont.)

112. Did any team employees ever refer to you as an “intern”?

No

What was this person(s) job title?

113. Did any team employees ever refer to you as a “trainee”?

No

What was this person(s) job title?

114. Did any team employees ever refer to you as a “student athlete”?

No

What was this person(s) job title?

32. Training and Development (cont.)

115. Do you know of any vocational school that provide training in hockey?

Yes

116. Is the training that you received in the league similar to what you would get in a vocational school?

I am not sure

117. Based on your experience, what was the primary goal of the team?

Winning games

118. Please explain your previous response.

they did what they thought was best to win and it was very clear. They were worried about selling tickets as well. Winning=tickets. This team in particular didn't hold on to players very long so they weren't worried about developing them. They go through players very quickly. They trade the players they develop or cut them. Trying to make a better team with new players.

1. Password

Survey to be accessed by BRG Interviewers ONLY.

Please enter password:

Password : Orinda201

2. Pre-Interview Details

Interview Number

3

Date of Interview:

05/31/2016

Start Time (PT)

[Format: h:mm in military time]

10:00

Interviewer Name

Chester Hanvey

Does the Player want the interview to be anonymous?

Yes

Comments?

9. Player Background

1. Which league(s) did you play for?

Ontario Hockey League (OHL)

**2. How many seasons were you on a CHL team?
(Playing at least one league or tournament game counts as a season)**

4

3. Please identify the league(s) played for and the seasons played in each league by selecting the appropriate boxes in the table below:

	OHL	QMJHL	WHL
1990-1991			
1991-1992			
1992-1993			
1993-1994			
1994-1995			
1995-1996			
1996-1997			
1997-1998			
1998-1999			
1999-2000			
2000-2001			
2001-2002			
2002-2003			
2003-2004			
2004-2005			
2005-2006			
2006-2007			
2007-2008			
2008-2009	X		
2009-2010	X		
2010-2011	X		
2011-2012	X		
2012-2013			
2013-2014			
2014-2015			
2015-2016			
2016-2017			

4. What age were you when you signed with your first CHL team?

17

5. How many different CHL teams did you play for?

2

6. Which team(s) did you play for?

[Question Optional for anonymity purposes]

Erie Otters (OHL)

London Knights (OHL)

11. Player Compensation and Expenses

7. Did you receive a weekly or bi-weekly payment from your team while you were a player?

Yes

8. How frequently did you receive a payment?

Bi-Weekly

9. How much were the payments you received?

\$88 every two weeks plus around \$50 for gas money (depended on how many player you drove)

10. How did you receive these payments?

Check

11. Were any deductions taken out of the payments you received?

Don't know / Don't remember

12. What did you understand the reason the team was providing you these payments to be?

It was an allowance.

13. What, if any, term did team employees and coaches use to refer to the weekly or bi-weekly payment you received? In other words, what did they call these payments?

Team allowance

What was your compensation in your fifth year playing for a CHL team (i.e., overage year)?

14. Did you receive a weekly or bi-weekly payment for reimbursement for expenses from your team while you were a player?

No

In which season did you begin to receive reimbursements?

Were you required to submit receipts in order to receive the reimbursement for expenses?

What, if any, term did team employees and coaches use to refer to the reimbursements you received? In other words, what did they call the reimbursements?

12. Player Compensation and Expenses (cont.)

15. Did you ever receive a T4 (Canada) or W2 (US) tax document from the league or your team?

Yes

16. What did you receive the tax document for (e.g., payments, reimbursements, educational expenses, something else)?

I think it was for payments

17. Did you or your family supply your own ice hockey equipment, such as: uniforms, skates, pads or sticks?

No

What ice hockey equipment did you supply?

Did the team supply any ice hockey equipment, such as: uniforms, skates, pads or sticks?

What ice hockey equipment did the team supply?

18. Who provided this equipment to you (uniforms, skates, pads or sticks)?

The team

19. How frequently did they provide this equipment for you (uniforms, skates, pads or sticks)?

Whenever you needed new stuff

20. During the season, did you supply your own training and conditioning equipment such as treadmill or other cardio machines and/or weights?

No

21. Who provided this equipment for you (training and conditioning equipment) during the season?

The team

22. Did you pay a registration fee, or any other fees, to play in the CHL?

No

23. To what extent did you have to use your own (or family's) money to cover living expenses during the season (e.g., meals, entertainment, gas, cell phone, internet, travel)?

Frequently, the \$88 payment didn't go very far.

24. Did you think, or do you expect, that your team would contribute toward your educational expenses to go to college or University after playing in the league?

Yes

25. Why do you think the team agreed to contribute toward your educational expenses?

It was in my contract. I did receive this.

13. Player Conduct Rules and Regulations

26. Did you sign a Standard Player Agreement (i.e., Contract) before you began playing for a CHL team?

Yes

27. Did anyone negotiate any changes or improvements to the Standard Player Agreement before you signed it?

Yes

28. What was changed or improved?

They made some adjustments to the education reimbursement. I received \$10k per year for school.

29. Was the agreement you signed the same for each team you played for?

Yes

What was different about the Standard Player Agreements?

30. Were you promised a job at the end of your contract?

No

14. Player Conduct Rules and Regulations (cont.)

31. Did you have a player agent?

Yes

32. When did the player agent start to represent you?

Before I entered the league, when I was 16

33. Why did you hire the player agent?

For legal reasons

34. Did you pay the player agent?

No

35. How does the player agent get paid?

Mine was paid if the player signs an NHL contract.

15. Player Conduct Rules and Regulations (cont.)

36. Were there any team or league rules that prohibited you from engaging in any specific activities (e.g., drinking, curfew) in your personal time (during the season)?

Yes

37. What activities were prohibited?

We had a curfew, drinking was not encouraged

38. Who enforced these rules?

The coaches

39. What were the consequences if a player violated these rules?

You would miss games

16. Player Conduct Rules and Regulations (cont.)

40. What were your primary responsibilities as a hockey player in the league?

Had to be at practices and games, had to be a team player.

41. What were the most important things you could do to be successful as a hockey player in the league?

Work hard, both on and off the ice

42. What activities did you spend the most time performing as a hockey player in the league?

Practices, and off-ice workouts

43. Did all players on your team have similar responsibilities?

Yes

17. Player Conduct Rules and Regulations (cont.)

44. If a player's performance did not meet the team's expectations, were there consequences?

Yes

45. What were the consequences (if a player's performance did not meet the team's expectations)?

They would get scratched from games or could be cut from the team.

18. Player Conduct Rules and Regulations (cont.)

46. Were you required by your team to review the blue feather

report?

No

47. Were you required to pass a medical examination to play for your team?

Yes

48. Were you required to pass a medical examination before each season you played?

Yes

49. Were you required by your team to report for training camp in good physical condition?

Yes

50. How did you ensure that you were in good physical condition for training camp?

Work-out during the summer

51. Who determined whether you were in good physical condition when you arrived at training camp?

The GM and coaches tested us

52. How was good physical condition defined?

We had physical testing

53. What were the consequences if you were not in good physical condition when you arrived at training camp?

You would miss games or could be cut from the team.

54. Were you required by your team to stay in good physical condition throughout the season?

Yes

55. How did you ensure that you were in good physical condition throughout the season?

Had to keep working out and training off-ice and working hard during practice

56. What were the consequences for not being in good physical condition throughout the season?

Scratched from games or cut from the team.

57. Who decided how much playing time each player received in games?

The coaches

58. What factors determined the amount of playing time each player received?

Skill level, work ethic, physical abilities

19. Player Autonomy

59. Did you have the ability to switch teams after you had been drafted by a team or signed with a team?

Yes

60. Who, if anyone, needed to approve switching teams?

The GM

61. Were you ever traded to a different team within the CHL?

Yes

62. What role, if any, did you have in deciding whether you were traded?

None

63. What role, if any, did you have in deciding which team you were traded to?

None

64. Were you in high school when you were traded?

No

65. Did you have a no-trade clause in your Standard Player Agreement?

No

66. If a new player was signed to the team, would other players ever be traded or cut to make room on the roster for the new player?

Sometimes

20. Player Autonomy (cont.)

67. Could you play for another hockey team or league while you were still a player for your CHL team?

No

Did your team need to give permission for you to play for another hockey team or league while you were still on a CHL team?

68. Are you aware of any circumstances in which a player could leave their team and play for a team in another league (e.g., Junior A or Junior B) without their CHL team's permission?

Yes. If a player is not happy with their CHL team, you can leave the team (end the contract) and go play in another league.

69. Were you required to play on an NCAA team during your CHL team's off-season?

No

21. Player Autonomy (cont.)

70. Did you live with a billet family while you played hockey in the league?

Yes

71. What role, if any, did you have in deciding which family you lived with?

None

22. Player Autonomy (cont.)

72. Did you ever attend high school as a full-time student while you were a hockey player in the league?

Yes

73. How many seasons did you play in the league while you were still a full-time student in high school?

1

74. During the season, did you typically attend high school all five

days per week?

Yes

Why did you not attend high school all five days per week during the season?

23. Player Autonomy (cont.)

75. Were you required to attend any television, radio and/or promotional events for the team and/or league?

Yes

76. What kind of events were you required to attend ?

School events, television and radio interviews, promotional events (e.g., autograph signing), charity events

77. What were the consequences if you did not attend these events?

Scratched from games or you could be cut

24. Player Time Management and Scheduling

78. Did you receive a written schedule that told you the dates and times for your practices, work-outs and games?

No

79. Who determined the start times for practices?

Team (e.g., coaches, trainers, GM)

80. Who determined the start times for team work-outs?

Team (e.g., coaches, trainers, GM)

81. Who determined the length of practices?

Team (e.g., coaches, trainers, GM)

82. Who determined the length of team work-outs?

Team (e.g., coaches, trainers, GM)

83. What would have been the consequences for missing practices or team work-outs?

Scratched from games or cut from team

84. What would have been the consequences for arriving late to practices or team work-outs?

Scratched from games or cut from team

85. Were all players on the team required to attend the same practices and team work-outs?

Yes

Why were some players not required to attend?

Did all players spend roughly the same amount of time practicing?

25. Player Time Management and Scheduling (cont.)

86. What were players required to do in a typical practice?

Follow the drills

87. Did someone from the team supervise and control player activities during practices? In other words, did someone tell you what to do during practice?

Yes

88. Who supervised and controlled player activities during practice?

Coaches

89. What were players required to do in a typical team work-out?

Follow the instructions. WE would do things like run stairs and lift weights.

90. Did someone from your team supervise and control team work-outs? In other words, did someone tell you what to do during team work-outs?

Yes

91. Who supervised and controlled team work-outs?

Coaches or the fitness coach

26. Player Time Management and Scheduling (cont.)

92. How many practices did you attend in a typical week during the season?

Usually 5

93. What was the typical length of a practice?

An hour and half

94. How many team work-outs did you attend in a typical week during the season?

2-3

95. What was the typical length of a team work-out?

About an hour

27. Player Time Management and Scheduling (cont.)

96. Were you required to arrive at the arena on game day at a specific time?

Yes

97. Who determined what time you needed to arrive at the arena on game days?

Coaches

98. What were the consequences for arriving late to a game?

Scratched from the game

99. Was the required arrival time on game days the same for all players on your team?

Yes

100. What did you typically do between the time you arrived at the arena and the start of the game?

Reviewed video, pre-game workout (stretching, light run), get dressed

28. Player Time Management and Scheduling (cont.)

101. Were you required to follow dress code guidelines when you were at team events or games?

Yes

102. What were the dress code guidelines?

Suit and tie

103. Were you ever required by your coach to play an entire league game without a helmet?

No

29. Player Time Management and Scheduling (cont.)

104. Who determined the travel schedule for away games?

The GM and coaches

105. Who booked your travel arrangements (e.g., bus, hotel) for away games?

The coaches

106. Did all of the players on the team travel together to away games?

Yes

107. Did the amount of time you spent with the team (e.g., practices, training, games) change between your first year and your last year in the CHL?

No

30. Training and Development

108. Was your time playing in the league an opportunity to apply knowledge you learned in the classroom? In other words, was the information you learned in school useful when you were playing hockey?

No

What knowledge were you able to apply?

109. Who, if anyone, did you consider to be your supervisor?

The coaches

110. Was your supervisor a professional with expertise in hockey?

Yes

111. Did your supervisor provide you with regular feedback on your performance?

Yes

112. Did you benefit personally from your experience playing in the league?

Yes

113. In what ways did you personally benefit?

Life skills, leadership, responsibility

114. Do you think that you and your teammates contributed to the financial success of the organization?

Yes

115. In what ways do you think that you and your teammates contributed to the financial success of the organization?

If we were winning, people were coming to watch the games

31. Training and Development (cont.)

116. Did any team employees ever refer to you as an "intern"?

No

What was this person(s) job title?

117. Did any team employees ever refer to you as a “trainee”?

No

What was this person(s) job title?

118. Did any team employees ever refer to you as a “student athlete”?

Yes

119. What was this person(s) job title?

The league considered us Student Athletes

32. Training and Development (cont.)

120. Do you know of any vocational schools that provide training in hockey?

(Vocational schools are traditionally distinguished from four-year colleges by their focus on job-specific training to students who are typically bound for one of the skilled trades, rather than providing academic training for students pursuing careers in a professional discipline)

Yes

121. Is the training that you received in the league similar to what you would get in a vocational school?

They have those but I'm not sure what its like

122. Based on your experience, what was the primary goal of the team?

Other (Specify): Winning games and developing players' hockey skills

123. Please explain your previous response including how you know this.

Its a business first, then its about the players. I've seen some guys get treated poorly by the team.

1. Password

Survey to be accessed by BRG Interviewers ONLY.

Please enter password:

Password : Orinda201

2. Pre-Interview Details

Interview Number

4

Date of Interview:

05/31/2016

Start Time (PT)

[Format: h:mm in military time]

14:00

Interviewer Name

Elizabeth Arnold

Does the Player want the interview to be anonymous?

Yes

Comments?

9. Player Background

1. Which league(s) did you play for?

Ontario Hockey League (OHL)

**2. How many seasons were you on a CHL team?
(Playing at least one league or tournament game counts as a season)**

5

3. Please identify the league(s) played for and the seasons played in each league by selecting the appropriate boxes in the table below:

	OHL	QMJHL	WHL
1990-1991			
1991-1992			
1992-1993			
1993-1994			
1994-1995			
1995-1996			
1996-1997			
1997-1998			
1998-1999			
1999-2000			
2000-2001			
2001-2002			
2002-2003			
2003-2004			
2004-2005			
2005-2006			
2006-2007			
2007-2008			
2008-2009			
2009-2010	X		
2010-2011	X		
2011-2012	X		
2012-2013	X		
2013-2014	X		
2014-2015			
2015-2016			
2016-2017			

4. What age were you when you signed with your first CHL team?

16

5. How many different CHL teams did you play for?

2

6. Which team(s) did you play for?

[Question Optional for anonymity purposes]

Erie Otters (OHL)

Niagara IceDogs (OHL)

11. Player Compensation and Expenses

7. Did you receive a weekly or bi-weekly payment from your team while you were a player?

Yes

8. How frequently did you receive a payment?

Bi-Weekly

9. How much were the payments you received?

\$100. Niagra was a check every two weeks for \$100. Exactly. Not taxed.

10. How did you receive these payments?

Check

11. Were any deductions taken out of the payments you received?

No

12. What did you understand the reason the team was providing you these payments to be?

pocket change- to go to movies or go and get bite to eat.

13. What, if any, term did team employees and coaches use to refer to the weekly or bi-weekly payment you received? In other words, what did they call these payments?

Pay day, a "check"

14. What was your compensation in your fifth year playing for a CHL team (i.e., overage year)?

\$300 biweekly flat. No tax, was a check.

15. Did you receive a weekly or bi-weekly payment for reimbursement for expenses from your team while you were a player?

Yes

16. In which season did you begin to receive reimbursements?

We got gas money.

17. Were you required to submit receipts in order to receive the reimbursement for expenses?

No

18. What, if any, term did team employees and coaches use to refer to the reimbursements you received? In other words, what did they call the reimbursements?

they didn't really. Didn't come up.

12. Player Compensation and Expenses (cont.)

19. Did you ever receive a T4 (Canada) or W2 (US) tax document from the league or your team?

Yes

20. What did you receive the tax document for (e.g., payments, reimbursements, educational expenses, something else)?

Reimbursements I think- gave it to my mom.

21. Did you or your family supply your own ice hockey equipment, such as: uniforms, skates, pads or sticks?

No

What ice hockey equipment did you supply?

Did the team supply any ice hockey equipment, such as: uniforms, skates, pads or sticks?

What ice hockey equipment did the team supply?

22. Who provided this equipment to you (uniforms, skates, pads or sticks)?

the niagara ice dogs

23. How frequently did they provide this equipment for you (uniforms, skates, pads or sticks)?

every season new equipment

24. During the season, did you supply your own training and conditioning equipment such as treadmill or other cardio machines and/or weights?

No

25. Who provided this equipment for you (training and conditioning equipment) during the season?

the team

26. Did you pay a registration fee, or any other fees, to play in the CHL?

No

27. To what extent did you have to use your own (or family's) money to cover living expenses during the season (e.g., meals, entertainment, gas, cell phone, internet, travel)?

\$0 just for me to live. Does not include parents coming to the games. My parents had to pay to come.

28. Did you think, or do you expect, that your team would contribute toward your educational expenses to go to college or University after playing in the league?

Yes

29. Why do you think the team agreed to contribute toward your educational expenses?

they agreed because as soon as I signed the contract for OHL or played first exhibition game I lose my NCAA rights, meaning I cannot go play in the US or go to school in US because I am now considered a professional.

13. Player Conduct Rules and Regulations

30. Did you sign a Standard Player Agreement (i.e., Contract) before you began playing for a CHL team?

Yes

31. Did anyone negotiate any changes or improvements to the Standard Player Agreement before you signed it?

Yes

32. What was changed or improved?

One year university for each year that you play in the league. My parents didn't like that so my agent and my parents negotiated so that I played my first OHL game and get 1 year of school comped as well as my first game in my second year, I get the following 4 years compensated.

33. Was the agreement you signed the same for each team you played for?

Yes

What was different about the Standard Player Agreements?

34. Were you promised a job at the end of your contract?

No

14. Player Conduct Rules and Regulations (cont.)

35. Did you have a player agent?

Yes

36. When did the player agent start to represent you?

14 years old to 17 years old (fired), then 17 to 21 years old new agent

37. Why did you hire the player agent?

because coaches and management liked to deal with non-parents.

38. Did you pay the player agent?

No

39. How does the player agent get paid?

If I signed a pro-deal after OHL then he would get compensated

15. Player Conduct Rules and Regulations (cont.)

40. Were there any team or league rules that prohibited you from engaging in any specific activities (e.g., drinking, curfew) in your personal time (during the season)?

Yes

41. What activities were prohibited?

league rules were against drugs- drug testing. Then team rules were more common sense. Don't show up late, don't come to the rink drunk, listed to your billet. Things like that.

42. Who enforced these rules?

the team coaches, management

43. What were the consequences if a player violated these rules?

"healthy scratch"- you are healthy enough to play but you are scratched from the lineup. If you really mess up you are off the team.

16. Player Conduct Rules and Regulations (cont.)

44. What were your primary responsibilities as a hockey player in the league?

give your best effort. Follow team and league rules. Try to win.

45. What were the most important things you could do to be successful as a hockey player in the league?

practice hard and prepare.

46. What activities did you spend the most time performing as a hockey player in the league?

time at the rink. The game is 7 to 930, so we get there at 5pm, also had morning skate for 1 hour, practice 2 hours a day. You are on the ice for 2 hours, but there are lots of other activities on the ice as well.

47. Did all players on your team have similar responsibilities?

yes. But, captains and upper year players were held more responsible.

17. Player Conduct Rules and Regulations (cont.)

48. If a player's performance did not meet the team's expectations, were their consequences?

Yes

49. What were the consequence (if a player's performance did not meet the team's expectations)?

the minimal consequence was that you didn't play, the max would be that you were cut from the team.

18. Player Conduct Rules and Regulations (cont.)

50. Were you required by your team to review the blue feather report?

No

51. Were you required to pass a medical examination to play for your team?

No

Were you required to pass a medical examination before each season you played?

52. Were you required by your team to report for training camp in good physical condition?

Yes

53. How did you ensure that you were in good physical condition for training camp?

I trained in the summer. On ice and off ice.

54. Who determined whether you were in good physical condition when you arrived at training camp?

the team trainer and coaching staff.

55. How was good physical condition defined?

it was defined by benchmarks and comparison to other players.

56. What were the consequences if you were not in good physical condition when you arrived at training camp?

minimal consequences not playing all the way to being cut from team

57. Were you required by your team to stay in good physical condition throughout the season?

Yes

58. How did you ensure that you were in good physical condition throughout the season?

we had a couple days a week of gym time off ice

59. What were the consequences for not being in good physical condition throughout the season?

not playing.

60. Who decided how much playing time each player received in games?

coaching staff

61. What factors determined the amount of playing time each player received?

politics, preferences, performance

19. Player Autonomy

62. Did you have the ability to switch teams after you had been drafted by a team or signed with a team?

No

Who, if anyone, needed to approve switching teams?

63. Were you ever traded to a different team within the CHL?

Yes

64. What role, if any, did you have in deciding whether you were traded?

none. Traded from the Erie Otters to the Niagara Ice Dogs.

65. What role, if any, did you have in deciding which team you were traded to?

none

66. Were you in high school when you were traded?

No

67. Did you have a no-trade clause in your Standard Player Agreement?

No

68. If a new player was signed to the team, would other players ever be traded or cut to make room on the roster for the new player?

yes

20. Player Autonomy (cont.)

69. Could you play for another hockey team or league while you were still a player for your CHL team?

No

Did your team need to give permission for you to play for another hockey team or league while you were still on a CHL team?

70. Are you aware of any circumstances in which a player could leave their team and play for a team in another league (e.g., Junior A or Junior B) without their CHL team's permission?

no

71. Were you required to play on an NCAA team during your CHL team's off-season?

No

21. Player Autonomy (cont.)

72. Did you live with a billet family while you played hockey in the league?

Yes

73. What role, if any, did you have in deciding which family you lived with?

none at the beginning when first went to the team. If they didn't like you or you didn't like them, accommodations could be made to change.

22. Player Autonomy (cont.)

74. Did you ever attend high school as a full-time student while you were a hockey player in the league?

Yes

75. How many seasons did you play in the league while you were still a full-time student in high school?

2

76. During the season, did you typically attend high school all five days per week?

No

77. Why did you not attend high school all five days per week during the season?

go on road trips and we had games on Thursdays. Games are Thursday to Sunday. It takes time to travel to games.

23. Player Autonomy (cont.)

78. Were you required to attend any television, radio and/or promotional events for the team and/or league?

Yes

79. What kind of events were you required to attend ?

elementary schools, hospitals, interviews (TV and Radio), etc.

80. What were the consequences if you did not attend these events?

I always attended them so I dont' know, but I imagine it wouldn't be good. I did what I was told.

24. Player Time Management and Scheduling

81. Did you receive a written schedule that told you the dates and times for your practices, work-outs and games?

No

82. Who determined the start times for practices?

Team (e.g., coaches, trainers, GM)

83. Who determined the start times for team work-outs?

Team (e.g., coaches, trainers, GM)

84. Who determined the length of practices?

Team (e.g., coaches, trainers, GM)

85. Who determined the length of team work-outs?

Team (e.g., coaches, trainers, GM)

86. What would have been the consequences for missing practices or team work-outs?

range in consequences from healthy scratch to cut from team

87. What would have been the consequences for arriving late to practices or team work-outs?

range in consequences from healthy scratch to cut from team

88. Were all players on the team required to attend the same practices and team work-outs?

No

89. Why were some players not required to attend?

there would be morning skate for players not in high school, but players who were in school couldn't attend.

90. Did all players spend roughly the same amount of time practicing?

no because of the reason above and because players who didn't play every game were required to practice harder and longer (bag skate).

25. Player Time Management and Scheduling (cont.)

91. What were players required to do in a typical practice?

skate and listen to coach

92. Did someone from the team supervise and control player activities during practices? In other words, did someone tell you what to do during practice?

Yes

93. Who supervised and controlled player activities during practice?

coach

94. What were players required to do in a typical team work-out?

work hard, listen to team trainer

95. Did someone from your team supervise and control team work-outs? In other words, did someone tell you what to do during team work-outs?

Yes

96. Who supervised and controlled team work-outs?

team trainer

26. Player Time Management and Scheduling (cont.)

97. How many practices did you attend in a typical week during the season?

Niagara=8 per week

98. What was the typical length of a practice?

30 minutes to 2 hours

99. How many team work-outs did you attend in a typical week during the season?

3

100. What was the typical length of a team work-out?

30 minutes to 1 hour

27. Player Time Management and Scheduling (cont.)

101. Were you required to arrive at the arena on game day at a specific time?

Yes

102. Who determined what time you needed to arrive at the arena on game days?

coach

103. What were the consequences for arriving late to a game?

minimal healthy scratch to cut from team

104. Was the required arrival time on game days the same for all

players on your team?

yes

105. What did you typically do between the time you arrived at the arena and the start of the game?

warm ups and strategize

28. Player Time Management and Scheduling (cont.)

106. Were you required to follow dress code guidelines when you were at team events or games?

Yes

107. What were the dress code guidelines?

suit and tie

108. Were you ever required by your coach to play an entire league game without a helmet?

No

29. Player Time Management and Scheduling (cont.)

109. Who determined the travel schedule for away games?

league and coach

110. Who booked your travel arrangements (e.g., bus, hotel) for away games?

coaching staff

111. Did all of the players on the team travel together to away games?

No

112. Did the amount of time you spent with the team (e.g., practices, training, games) change between your first year and your last year in the CHL?

no. same amount of time

30. Training and Development

113. Was your time playing in the league an opportunity to apply knowledge you learned in the classroom? In other words, was the information you learned in school useful when you were playing hockey?

No

What knowledge were you able to apply?

114. Who, if anyone, did you consider to be your supervisor?

coaching staff

115. Was your supervisor a professional with expertise in hockey?

no, for Niagara coach was not a professional hockey player at any point.

116. Did your supervisor provide you with regular feedback on your performance?

yes

117. Did you benefit personally from your experience playing in the league?

Yes

118. In what ways did you personally benefit?

fame, popularity

119. Do you think that you and your teammates contributed to the financial success of the organization?

Yes

120. In what ways do you think that you and your teammates contributed to the financial success of the organization?

by promotions like hospitals and interviews, and of course winning, which sells tickets, which sells revenue. We did well, they got all the reward.

31. Training and Development (cont.)

121. Did any team employees ever refer to you as an “intern”?

No

What was this person(s) job title?

122. Did any team employees ever refer to you as a “trainee”?

No

What was this person(s) job title?

123. Did any team employees ever refer to you as a “student athlete”?

No

What was this person(s) job title?

32. Training and Development (cont.)

124. Do you know of any vocational schools that provide training in hockey?

(Vocational schools are traditionally distinguished from four-year colleges by their focus on job-specific training to students who are typically bound for one of the skilled trades, rather than providing academic training for students pursuing careers in a professional discipline)

No

Is the training that you received in the league similar to what you would get in a vocational school?

125. Based on your experience, what was the primary goal of the team?

Winning games

126. Please explain your previous response including how you know this.

winning games leads to revenue, which is more money in management and coaching staff's pocket. We do the work and they get the reward.

1. Password

Survey to be accessed by BRG Interviewers ONLY.

Please enter password:

Password : Orinda201

2. Pre-Interview Details

Interview Number

5

Date of Interview:

05/31/2016

Start Time (PT)

[Format: h:mm in military time]

17:00

Interviewer Name

Elizabeth Arnold

Does the Player want the interview to be anonymous?

Yes

Comments?

9. Player Background

1. Which league(s) did you play for?

Western Hockey League (WHL)

**2. How many seasons were you on a CHL team?
(Playing at least one league or tournament game counts as a season)**

4

3. Please identify the league(s) played for and the seasons played in each league by selecting the appropriate boxes in the table below:

	OHL	QMJHL	WHL
1990-1991			
1991-1992			
1992-1993			
1993-1994			
1994-1995			
1995-1996			
1996-1997			
1997-1998			
1998-1999			
1999-2000			
2000-2001			
2001-2002			
2002-2003			
2003-2004			
2004-2005			
2005-2006			
2006-2007			
2007-2008			
2008-2009			
2009-2010			
2010-2011			X
2011-2012			X
2012-2013			X
2013-2014			X
2014-2015			
2015-2016			
2016-2017			

4. What age were you when you signed with your first CHL team?

16

5. How many different CHL teams did you play for?

2

6. Which team(s) did you play for?

[Question Optional for anonymity purposes]

Kamloops Blazers (WHL)

Red Deer Rebels (WHL)

11. Player Compensation and Expenses

7. Did you receive a weekly or bi-weekly payment from your team while you were a player?

Yes

8. How frequently did you receive a payment?

Bi-Weekly

9. How much were the payments you received?

\$150 biweekly for first 3 years (Red Deer); \$300 biweekly for kamloops

10. How did you receive these payments?

Check

11. Were any deductions taken out of the payments you received?

No

12. What did you understand the reason the team was providing you these payments to be?

The reason I thought was being able to make it through the month or week for food and gas and stuff

13. What, if any, term did team employees and coaches use to refer to the weekly or bi-weekly payment you received? In other words, what did they call these payments?

bi-weekly checks.

What was your compensation in your fifth year playing for a CHL team (i.e., overage year)?

14. Did you receive a weekly or bi-weekly payment for reimbursement for expenses from your team while you were a player?

No

In which season did you begin to receive reimbursements?

Were you required to submit receipts in order to receive the reimbursement for expenses?

What, if any, term did team employees and coaches use to refer to the reimbursements you received? In other words, what did they call the reimbursements?

12. Player Compensation and Expenses (cont.)

15. Did you ever receive a T4 (Canada) or W2 (US) tax document from the league or your team?

Yes

16. What did you receive the tax document for (e.g., payments, reimbursements, educational expenses, something else)?

payments I believe. Maybe for educational. I was in High school for 1 year so not sure if education popped up or not.

17. Did you or your family supply your own ice hockey equipment, such as: uniforms, skates, pads or sticks?

No

What ice hockey equipment did you supply?

Did the team supply any ice hockey equipment, such as: uniforms,

skates, pads or sticks?

What ice hockey equipment did the team supply?

18. Who provided this equipment to you (uniforms, skates, pads or sticks)?

The team

19. How frequently did they provide this equipment for you (uniforms, skates, pads or sticks)?

every year. Sticks whenever you broke one.

20. During the season, did you supply your own training and conditioning equipment such as treadmill or other cardio machines and/or weights?

No

21. Who provided this equipment for you (training and conditioning equipment) during the season?

both teams had a gym built into the room

22. Did you pay a registration fee, or any other fees, to play in the CHL?

Don't know / Don't remember

23. To what extent did you have to use your own (or family's) money to cover living expenses during the season (e.g., meals, entertainment, gas, cell phone, internet, travel)?

pretty much for meals, entertainment, gas and cell phone, yes

24. Did you think, or do you expect, that your team would contribute toward your educational expenses to go to college or University after playing in the league?

Yes

25. Why do you think the team agreed to contribute toward your educational expenses?

Since we were putting in time to play with them each year, they would pay for education.

13. Player Conduct Rules and Regulations

26. Did you sign a Standard Player Agreement (i.e., Contract) before you began playing for a CHL team?

Yes

27. Did anyone negotiate any changes or improvements to the Standard Player Agreement before you signed it?

No

What was changed or improved?

28. Was the agreement you signed the same for each team you played for?

Yes

What was different about the Standard Player Agreements?

29. Were you promised a job at the end of your contract?

No

14. Player Conduct Rules and Regulations (cont.)

30. Did you have a player agent?

Yes

31. When did the player agent start to represent you?

2nd year

32. Why did you hire the player agent?

he came to me and he represented a few other players that I was with as well and never had a fee or anything.

33. Did you pay the player agent?

No

34. How does the player agent get paid?

if players sign a deal he gets a percentage of whatever deal they make.

15. Player Conduct Rules and Regulations (cont.)

35. Were there any team or league rules that prohibited you from engaging in any specific activities (e.g., drinking, curfew) in your personal time (during the season)?

Yes

36. What activities were prohibited?

they gave us a curfew. No drinking. no bars.

37. Who enforced these rules?

the coach.

38. What were the consequences if a player violated these rules?

team suspension.

16. Player Conduct Rules and Regulations (cont.)

39. What were your primary responsibilities as a hockey player in the league?

show up each game and play. Make your team win.

40. What were the most important things you could do to be successful as a hockey player in the league?

work hard and practice. Make sure you are in good shape. Try to stand out in games- set yourself apart from other players.

41. What activities did you spend the most time performing as a hockey player in the league?

on ice was the most time- practices and games. Traveling as well.

42. Did all players on your team have similar responsibilities?

yes, they were all required to show up and play each game and abide by same team rules.

17. Player Conduct Rules and Regulations (cont.)

43. If a player's performance did not meet the team's expectations, were their consequences?

Yes

44. What were the consequence (if a player's performance did not meet the team's expectations)?

the coach would talk to them, depends on what it was. May sit out a game. If it was a turnover the coach would be mad, but if they were playing bad for a while then would sit them out or something.

18. Player Conduct Rules and Regulations (cont.)

45. Were you required by your team to review the blue feather report?

No

46. Were you required to pass a medical examination to play for your team?

Yes

47. Were you required to pass a medical examination before each season you played?

yes

48. Were you required by your team to report for training camp in good physical condition?

Yes

49. How did you ensure that you were in good physical condition for training camp?

we had workout plans for each summer as well as monthly fitness tests to send into the team.

50. Who determined whether you were in good physical condition when you arrived at training camp?

each training camp there was a fitness test for everyone in camp to do so you are judged based on how you did in that.

51. How was good physical condition defined?

being able to lift the weights for the test you were given, do well in the cardio running/biking test, having a low body fat index.

52. What were the consequences if you were not in good physical condition when you arrived at training camp?

you would be told if the coaches thought you weren't in good enough for sure. Not sure of any consequences. If you weren't in shape you would be out played by other players.

53. Were you required by your team to stay in good physical condition throughout the season?

Yes

54. How did you ensure that you were in good physical condition throughout the season?

we had team workouts every week. For players who weren't in high school we would do workouts in the morning. after practice they would have a bike for us to use.

55. What were the consequences for not being in good physical condition throughout the season?

they would sit you out for games until you were in shape they thought was up to standards. They would have you skate longer after practice or have different workouts for you to complete.

56. Who decided how much playing time each player received in games?

coaches

57. What factors determined the amount of playing time each player received?

how well their performance was on the ice, consistency, putting up goals would get more ice time. If they were allowing goals against then less time. So, performance.

19. Player Autonomy

58. Did you have the ability to switch teams after you had been drafted by a team or signed with a team?

No

Who, if anyone, needed to approve switching teams?

59. Were you ever traded to a different team within the CHL?

Yes

60. What role, if any, did you have in deciding whether you were traded?

didn't have any role. Only part I had to do with was that you were only allowed to have 3 twenty year olds on the team at the time and we had 4 so I was the one traded.

61. What role, if any, did you have in deciding which team you were traded to?

none

62. Were you in high school when you were traded?

No

63. Did you have a no-trade clause in your Standard Player Agreement?

Yes

64. If a new player was signed to the team, would other players ever be traded or cut to make room on the roster for the new player?

yes

20. Player Autonomy (cont.)

65. Could you play for another hockey team or league while you were still a player for your CHL team?

No

Did your team need to give permission for you to play for another hockey team or league while you were still on a CHL team?

66. Are you aware of any circumstances in which a player could leave their team and play for a team in another league (e.g., Junior A or Junior B) without their CHL team's permission?

yes. I am not sure what happened but I know that some players I played with went down to the Junior League that they were previously affiliated with. they might have said to their team that they were going down there but I don't know.

67. Were you required to play on an NCAA team during your CHL team's off-season?

No

21. Player Autonomy (cont.)

68. Did you live with a billet family while you played hockey in the league?

Yes

69. What role, if any, did you have in deciding which family you lived with?

none. When first got to red deer they put me in one and I was there for 3 years and then when I was in

Kamloops I was in a house with 4 players and they asked me if I wanted to stay or leave and so I moved to a different house.

22. Player Autonomy (cont.)

70. Did you ever attend high school as a full-time student while you were a hockey player in the league?

No

How many seasons did you play in the league while you were still a full-time student in high school?

During the season, did you typically attend high school all five days per week?

Why did you not attend high school all five days per week during the season?

23. Player Autonomy (cont.)

71. Were you required to attend any television, radio and/or promotional events for the team and/or league?

Yes

72. What kind of events were you required to attend ?

they asked you but you weren't required. I did do a TV one when with Kamloops. Did radio interviews in red deer. For promo events they would send a small group of players (3 or 4) and that would be volunteer activities for the team or maybe going to a school or a local grocery store to promote our next games.

73. What were the consequences if you did not attend these events?

I am not sure because I went to all of them.

24. Player Time Management and Scheduling

74. Did you receive a written schedule that told you the dates and times for your practices, work-outs and games?

Yes

75. Who determined the start times for practices?

Team (e.g., coaches, trainers, GM)

76. Who determined the start times for team work-outs?

Team (e.g., coaches, trainers, GM)

77. Who determined the length of practices?

Team (e.g., coaches, trainers, GM)

78. Who determined the length of team work-outs?

Team (e.g., coaches, trainers, GM)

79. What would have been the consequences for missing practices or team work-outs?

if you have a valid reason then it was ok, but I never had many people miss practice. But, I know it would be either sat out a game or disciplined that way by team or coach.

80. What would have been the consequences for arriving late to practices or team work-outs?

arriving late same as missing. I know there would be consequences for both so either missing games or different workouts to do.

81. Were all players on the team required to attend the same practices and team work-outs?

Yes

Why were some players not required to attend?

Did all players spend roughly the same amount of time practicing?

25. Player Time Management and Scheduling (cont.)

82. What were players required to do in a typical practice?

whatever the coach drew up. Skating drills, shooting, whatever he had for plan.

83. Did someone from the team supervise and control player activities during practices? In other words, did someone tell you what to do during practice?

Yes

84. Who supervised and controlled player activities during practice?

coaches and training staff

85. What were players required to do in a typical team work-out?

what we were told to do included weights and cardio. Some people would do their own thing before or after, but you would still have to do the one the team had set-up.

86. Did someone from your team supervise and control team work-outs? In other words, did someone tell you what to do during team work-outs?

Yes

87. Who supervised and controlled team work-outs?

50/50 during workouts. Sometimes the coaches would be there or one of the older players on the team would be the supervisor.

26. Player Time Management and Scheduling (cont.)

88. How many practices did you attend in a typical week during the season?

4

89. What was the typical length of a practice?

around 1.25 hours to 1.5 hours

90. How many team work-outs did you attend in a typical week during the season?

2 or 3

91. What was the typical length of a team work-out?

it depends on how close it was to a game. At beginning of week it would be longer, then shorter closer to the game.

27. Player Time Management and Scheduling (cont.)

92. Were you required to arrive at the arena on game day at a specific time?

Yes

93. Who determined what time you needed to arrive at the arena on game days?

the team

94. What were the consequences for arriving late to a game?

get talked to about it by the coaches. Not sure. Maybe limited ice time, not play you as much maybe.

95. Was the required arrival time on game days the same for all players on your team?

yes

96. What did you typically do between the time you arrived at the arena and the start of the game?

you would get changed, tape your sticks, have a team meeting, warm-up. Play games if you wanted to-soccer.

28. Player Time Management and Scheduling (cont.)

97. Were you required to follow dress code guidelines when you were at team events or games?

Yes

98. What were the dress code guidelines?

suit and tie

99. Were you ever required by your coach to play an entire league game without a helmet?

No

29. Player Time Management and Scheduling (cont.)

100. Who determined the travel schedule for away games?

the league decides where games are. The team decides when we would leave for them and what we would do when we were there.

101. Who booked your travel arrangements (e.g., bus, hotel) for away games?

the team. One of the coaches would deal with hotels. Had own buses for both teams which were used privately for our team.

102. Did all of the players on the team travel together to away games?

Yes

103. Did the amount of time you spent with the team (e.g., practices, training, games) change between your first year and your last year in the CHL?

no, don't think so.

30. Training and Development

104. Was your time playing in the league an opportunity to apply knowledge you learned in the classroom? In other words, was the information you learned in school useful when you were playing hockey?

No

What knowledge were you able to apply?

105. Who, if anyone, did you consider to be your supervisor?

If you were at school there would be a teacher (principal) who would look after guys who were in HS. We would have biweekly meetings with him to see what was going on with us. When out of HS you would check into rink each morning at a certain time and there would be a coach or someone there to tell us in the morning what to do during the day.

106. Was your supervisor a professional with expertise in hockey?

principal guy wasn't a professional. If older, would deal with coaches, and they are the ones with the expertise in hockey.

107. Did your supervisor provide you with regular feedback on your performance?

I wouldn't say regular, but we would have once a month feedback. It would be a one-on-one or as a group for a team one.

108. Did you benefit personally from your experience playing in the league?

Yes

109. In what ways did you personally benefit?

I believe I was able to be away from home, had to learn how to live away from home. How to balance school, hockey. Have to fit everything around hockey. You have to be mature to be able to keep playing.

110. Do you think that you and your teammates contributed to the financial success of the organization?

Yes

111. In what ways do you think that you and your teammates contributed to the financial success of the organization?

if our team was doing well, more people would buy tickets. If we had a guy who was drafted to the NHL who was well known player many more people would come and see that CHL team.

31. Training and Development (cont.)

112. Did any team employees ever refer to you as an "intern"?

No

What was this person(s) job title?

113. Did any team employees ever refer to you as a "trainee"?

No

What was this person(s) job title?

114. Did any team employees ever refer to you as a "student athlete"?

Yes

115. What was this person(s) job title?

If you are in HS you would have been called one by coach. Principal would tell us we were student athletes so you guys have to be able to manage school and hockey.

32. Training and Development (cont.)

116. Do you know of any vocational schools that provide training in hockey?

(Vocational schools are traditionally distinguished from four-year colleges by their focus on job-specific training to students who are typically bound for one of the skilled trades, rather than providing academic training for students pursuing careers in a professional discipline)

Yes

117. Is the training that you received in the league similar to what you would get in a vocational school?

I never went to vocational school but my mom taught at one and they really tried to teach the players about leadership and how playing hockey can be good and can benefit others as well. And if you are playing being mature enough to balance the two. It wouldn't be similar because in the CHL you would be traveling and going places, but when at the school you would be able to practice and train you wouldn't play actual games.

118. Based on your experience, what was the primary goal of the team?

Winning games

119. Please explain your previous response including how you know this.

First would be winning games followed by developing players hockey skills. They go hand in hand, go together. They want to win games while developing hockey skills. The main reason we play on a team is to win hockey games.

1. Password

Survey to be accessed by BRG Interviewers ONLY.

Please enter password:

Password : Orinda201

2. Pre-Interview Details

Interview Number

6

Date of Interview:

06/01/2016

Start Time (PT)

[Format: h:mm in military time]

13:00

Interviewer Name

Chester Hanvey

Does the Player want the interview to be anonymous?

No

Comments?

9. Player Background

1. Which league(s) did you play for?

Ontario Hockey League (OHL)

**2. How many seasons were you on a CHL team?
(Playing at least one league or tournament game counts as a season)**

5

3. Please identify the league(s) played for and the seasons played in each league by selecting the appropriate boxes in the table below:

	OHL	QMJHL	WHL
1990-1991			
1991-1992			
1992-1993			
1993-1994			
1994-1995			
1995-1996			
1996-1997			
1997-1998			
1998-1999			
1999-2000			
2000-2001			
2001-2002			
2002-2003			
2003-2004			
2004-2005			
2005-2006			
2006-2007	X		
2007-2008	X		
2008-2009	X		
2009-2010	X		
2010-2011	X		
2011-2012			
2012-2013			
2013-2014			
2014-2015			
2015-2016			
2016-2017			

4. What age were you when you signed with your first CHL team?

16

5. How many different CHL teams did you play for?

2

6. Which team(s) did you play for?

[Question Optional for anonymity purposes]

Erie Otters (OHL)

Kingston Frontenacs (OHL)

11. Player Compensation and Expenses

7. Did you receive a weekly or bi-weekly payment from your team while you were a player?

Yes

8. How frequently did you receive a payment?

Weekly

9. How much were the payments you received?

\$25 per week.

10. How did you receive these payments?

Check

11. Were any deductions taken out of the payments you received?

Yes

12. What did you understand the reason the team was providing you these payments to be?

I thought it was pocket money for the players.

13. What, if any, term did team employees and coaches use to refer to the weekly or bi-weekly payment you received? In other words, what did they call these payments?

Paycheck

14. What was your compensation in your fifth year playing for a CHL team (i.e., overage year)?

I think it was \$50 per week, and think there was an additional \$50 every other week for gas money to drive younger players around

15. Did you receive a weekly or bi-weekly payment for reimbursement for expenses from your team while you were a player?

No

In which season did you begin to receive reimbursements?

Were you required to submit receipts in order to receive the reimbursement for expenses?

What, if any, term did team employees and coaches use to refer to the reimbursements you received? In other words, what did they call the reimbursements?

12. Player Compensation and Expenses (cont.)

16. Did you ever receive a T4 (Canada) or W2 (US) tax document from the league or your team?

Yes

17. What did you receive the tax document for (e.g., payments, reimbursements, educational expenses, something else)?

It was for the weekly paychecks

18. Did you or your family supply your own ice hockey equipment, such as: uniforms, skates, pads or sticks?

No

What ice hockey equipment did you supply?

Did the team supply any ice hockey equipment, such as: uniforms, skates, pads or sticks?

What ice hockey equipment did the team supply?

19. Who provided this equipment to you (uniforms, skates, pads or sticks)?

The team

20. How frequently did they provide this equipment for you (uniforms, skates, pads or sticks)?

Sticks were always available when they were broken. Around once a year for the other equipment.

21. During the season, did you supply your own training and conditioning equipment such as treadmill or other cardio machines and/or weights?

No

22. Who provided this equipment for you (training and conditioning equipment) during the season?

The team paid for our gym membership at the YMCA.

23. Did you pay a registration fee, or any other fees, to play in the CHL?

Don't know / Don't remember

24. To what extent did you have to use your own (or family's) money to cover living expenses during the season (e.g., meals, entertainment, gas, cell phone, internet, travel)?

On average, my parents would sent \$100-200 per week for living expenses, plus they paid for my phone bill.

25. Did you think, or do you expect, that your team would contribute toward your educational expenses to go to college or University after playing in the league?

Yes

26. Why do you think the team agreed to contribute toward your educational expenses?

I was a first-round pick so that helps. Our manager was always big on education.

13. Player Conduct Rules and Regulations

27. Did you sign a Standard Player Agreement (i.e., Contract) before you began playing for a CHL team?

Yes

28. Did anyone negotiate any changes or improvements to the Standard Player Agreement before you signed it?

Yes

29. What was changed or improved?

Maximum education package.

30. Was the agreement you signed the same for each team you played for?

Yes

What was different about the Standard Player Agreements?

31. Were you promised a job at the end of your contract?

No

14. Player Conduct Rules and Regulations (cont.)

32. Did you have a player agent?

Yes

33. When did the player agent start to represent you?

It was one year before my draft year. Started in 2005 with one agent and the switched to a different agent in 2008

34. Why did you hire the player agent?

For guidance. I was told by others it was time to take hockey more seriously as a business.

35. Did you pay the player agent?

No

36. How does the player agent get paid?

He only gets paid if I sign an NHL or European contract (Professional League).

15. Player Conduct Rules and Regulations (cont.)

37. Were there any team or league rules that prohibited you from engaging in any specific activities (e.g., drinking, curfew) in your personal time (during the season)?

Yes

38. What activities were prohibited?

We had curfew during the week and on the nights before games.

39. Who enforced these rules?

The coach and captains

40. What were the consequences if a player violated these rules?

Extra workout at end of practice.

16. Player Conduct Rules and Regulations (cont.)

41. What were your primary responsibilities as a hockey player in the league?

I would attend school during the day, then show up for practice, then have a workout. Thursdays and Fridays were lighter practices and games were usually Thursdays-Sundays.

42. What were the most important things you could do to be successful as a hockey player in the league?

Take good care of yourself physically, staying in shape. Eating properly. Staying focused on hockey.

43. What activities did you spend the most time performing as a hockey player in the league?

Training. After school we are right back in the gym or on the ice.

44. Did all players on your team have similar responsibilities?

For the most part its pretty equally shared.

17. Player Conduct Rules and Regulations (cont.)

45. If a player's performance did not meet the team's expectations, were their consequences?

Yes

46. What were the consequence (if a player's performance did not meet the team's expectations)?

If they were performing terribly on the ice, they would get benched.

18. Player Conduct Rules and Regulations (cont.)

47. Were you required by your team to review the blue feather report?

Don't know / Don't remember

48. Were you required to pass a medical examination to play for your team?

Yes

49. Were you required to pass a medical examination before each season you played?

Definitely before the first year but I don't remember after that

50. Were you required by your team to report for training camp in good physical condition?

Yes

51. How did you ensure that you were in good physical condition for training camp?

Trained twice a day (Monday-Friday) almost the entire summer

52. Who determined whether you were in good physical condition when you arrived at training camp?

The team trainer and the coaches

53. How was good physical condition defined?

They do a body fat composition test, we would run a 5k in a certain time (I think it was 8 min per kilometer).

54. What were the consequences if you were not in good physical condition when you arrived at training camp?

You would join breakfast club - every morning you have to ride the stationary bike for 45 minutes to try to get your weight down.

55. Were you required by your team to stay in good physical condition throughout the season?

Yes

56. How did you ensure that you were in good physical condition throughout the season?

Working out and eating good.

57. What were the consequences for not being in good physical condition throughout the season?

The coaches and trainers would work you extra hard to get you into shape.

58. Who decided how much playing time each player received in games?

Either the offensive coach or the defensive coach

59. What factors determined the amount of playing time each player received?

Performance - including on and off ice. If you are not doing well in hockey or in school you might be benched.

19. Player Autonomy

60. Did you have the ability to switch teams after you had been

drafted by a team or signed with a team?

Yes

61. Who, if anyone, needed to approve switching teams?

I think the General Manager

62. Were you ever traded to a different team within the CHL?

Yes

63. What role, if any, did you have in deciding whether you were traded?

I asked for a trade in my last year. The team approved it and it worked in everyone's best interest.

64. What role, if any, did you have in deciding which team you were traded to?

I just asked for a trade but didn't a team and they traded me to another team. I didn't have input but I was happy with the team I was traded to.

65. Were you in high school when you were traded?

No

66. Did you have a no-trade clause in your Standard Player Agreement?

Yes

67. If a new player was signed to the team, would other players ever be traded or cut to make room on the roster for the new player?

Yes, this is usually how trades work

20. Player Autonomy (cont.)

68. Could you play for another hockey team or league while you were still a player for your CHL team?

No

Did your team need to give permission for you to play for another hockey team or league while you were still on a CHL team?

69. Are you aware of any circumstances in which a player could leave their team and play for a team in another league (e.g., Junior A or Junior B) without their CHL team's permission?

I've never heard of that

70. Were you required to play on an NCAA team during your CHL team's off-season?

No

21. Player Autonomy (cont.)

71. Did you live with a billet family while you played hockey in the league?

Yes

72. What role, if any, did you have in deciding which family you lived with?

We were able to talk to the billet family ahead of time. If I was unhappy, I could go somewhere else.

22. Player Autonomy (cont.)

73. Did you ever attend high school as a full-time student while you were a hockey player in the league?

Yes

74. How many seasons did you play in the league while you were still a full-time student in high school?

2

75. During the season, did you typically attend high school all five days per week?

Yes

Why did you not attend high school all five days per week during the season?

23. Player Autonomy (cont.)

76. Were you required to attend any television, radio and/or promotional events for the team and/or league?

Yes

77. What kind of events were you required to attend ?

There were 3-4 per week. For example, autograph signings, go to schools and read for the kids, play floor hockey in gym class

78. What were the consequences if you did not attend these events?

I don't think it was a specific consequence, but I think you would get talked to by the captains of the team
PR guy

24. Player Time Management and Scheduling

79. Did you receive a written schedule that told you the dates and times for your practices, work-outs and games?

Yes

80. Who determined the start times for practices?

Team (e.g., coaches, trainers, GM)

81. Who determined the start times for team work-outs?

Team (e.g., coaches, trainers, GM)

82. Who determined the length of practices?

Team (e.g., coaches, trainers, GM)

83. Who determined the length of team work-outs?

Team (e.g., coaches, trainers, GM)

84. What would have been the consequences for missing practices or team work-outs?

It depends on the circumstances. If you just didn't show up with no excuse, you would have to sit out a few games. If it was a doctor's appointment or something like that, there wouldn't be consequences.

85. What would have been the consequences for arriving late to practices or team work-outs?

If you were late, you'd probably have to stay late and do extra workouts or skating.

86. Were all players on the team required to attend the same practices and team work-outs?

No

87. Why were some players not required to attend?

Guys in high school would not attend the morning skates.

88. Did all players spend roughly the same amount of time practicing?

The high school players would have less time practicing because they didn't do the morning skates.

25. Player Time Management and Scheduling (cont.)

89. What were players required to do in a typical practice?

High intensity scrimmages and power skating in the beginning, then strategy play, then more high intensity work

90. Did someone from the team supervise and control player activities during practices? In other words, did someone tell you what to do during practice?

Yes

91. Who supervised and controlled player activities during practice?

Coach

92. What were players required to do in a typical team work-out?

Usually a 3 mile run, then circuit training

93. Did someone from your team supervise and control team work-outs? In other words, did someone tell you what to do during team work-outs?

Yes

94. Who supervised and controlled team work-outs?

The trainer usually did this

26. Player Time Management and Scheduling (cont.)

95. How many practices did you attend in a typical week during the season?

9 per week (2 per day Monday-Thursday) plus a morning skate on game days

96. What was the typical length of a practice?

Morning skates are always 1 hour. Monday-Wednesday afternoon practices are 2 hours. The practices later in the week were 1.5 hours.

97. How many team work-outs did you attend in a typical week during the season?

Usually 3 or 4

98. What was the typical length of a team work-out?

About 1 to 1.5 hours

27. Player Time Management and Scheduling (cont.)

99. Were you required to arrive at the arena on game day at a specific time?

Yes

100. Who determined what time you needed to arrive at the arena on game days?

The team

101. What were the consequences for arriving late to a game?

Depended in your excuse but you'd usually miss a shift or two

102. Was the required arrival time on game days the same for all players on your team?

Yes. You could come as early as you wanted but you must be there at least 2 hours early

103. What did you typically do between the time you arrived at the arena and the start of the game?

Get warmed up, ride bike, tape stick, sharpen skates

28. Player Time Management and Scheduling (cont.)

104. Were you required to follow dress code guidelines when you were at team events or games?

Yes

105. What were the dress code guidelines?

Always a suit and tie

106. Were you ever required by your coach to play an entire league game without a helmet?

No

29. Player Time Management and Scheduling (cont.)

107. Who determined the travel schedule for away games?

The assistant coach sets this all up

108. Who booked your travel arrangements (e.g., bus, hotel) for away games?

I think it was the assistant coach who arranged it, the team paid for it

109. Did all of the players on the team travel together to away games?

Yes

110. Did the amount of time you spent with the team (e.g., practices, training, games) change between your first year and your last year in the CHL?

I was at the rink more in my last 3 years because I wasn't in high school.

30. Training and Development

111. Was your time playing in the league an opportunity to apply knowledge you learned in the classroom? In other words, was the information you learned in school useful when you were playing hockey?

No

What knowledge were you able to apply?

112. Who, if anyone, did you consider to be your supervisor?

My dad

113. Was your supervisor a professional with expertise in hockey?

No

114. Did your supervisor provide you with regular feedback on your performance?

Yes

115. Did you benefit personally from your experience playing in the league?

Yes

116. In what ways did you personally benefit?

I've made so many connections through hockey including life friends. It made me a better person, more mature.

117. Do you think that you and your teammates contributed to the financial success of the organization?

Yes

118. In what ways do you think that you and your teammates contributed to the financial success of the organization?

We did so many events that we didn't get paid for but it brought more publicity to the team.

31. Training and Development (cont.)

119. Did any team employees ever refer to you as an "intern"?

No

What was this person(s) job title?

120. Did any team employees ever refer to you as a "trainee"?

No

What was this person(s) job title?

121. Did any team employees ever refer to you as a "student athlete"?

Yes

122. What was this person(s) job title?

The coaches and people from the league

32. Training and Development (cont.)

123. Do you know of any vocational schools that provide training in hockey?

(Vocational schools are traditionally distinguished from four-year colleges by their focus on job-specific training to students who are typically bound for one of the skilled trades, rather than providing academic training for students pursuing careers in a professional discipline)

No

Is the training that you received in the league similar to what you would get in a vocational school?

124. Based on your experience, what was the primary goal of the team?

Developing players' hockey skills

125. Please explain your previous response including how you know this.

The CHL is a stepping stone for players to get the NHL. It gives top athletes the opportunity to compete against other top players. That's what the coaches emphasize.

1. Password

Survey to be accessed by BRG Interviewers ONLY.

Please enter password:

Password : Orinda201

2. Pre-Interview Details

Interview Number

7

Date of Interview:

06/02/2016

Start Time (PT)

[Format: h:mm in military time]

9:00

Interviewer Name

Chester Hanvey

Does the Player want the interview to be anonymous?

Yes

Comments?

9. Player Background

1. Which league(s) did you play for?

Western Hockey League (WHL)

**2. How many seasons were you on a CHL team?
(Playing at least one league or tournament game counts as a season)**

5

3. Please identify the league(s) played for and the seasons played in each league by selecting the appropriate boxes in the table below:

	OHL	QMJHL	WHL
1990-1991			
1991-1992			
1992-1993			
1993-1994			
1994-1995			
1995-1996			
1996-1997			
1997-1998			
1998-1999			
1999-2000			
2000-2001			
2001-2002			
2002-2003			
2003-2004			
2004-2005			
2005-2006			
2006-2007			
2007-2008			
2008-2009			X
2009-2010			X
2010-2011			X
2011-2012			X
2012-2013			X
2013-2014			
2014-2015			
2015-2016			
2016-2017			

4. What age were you when you signed with your first CHL team?

14

5. How many different CHL teams did you play for?

2

6. Which team(s) did you play for?

[Question Optional for anonymity purposes]

Lethbridge Hurricanes (WHL)

Portland Winterhawks (WHL)

11. Player Compensation and Expenses

7. Did you receive a weekly or bi-weekly payment from your team while you were a player?

Yes

8. How frequently did you receive a payment?

Bi-Weekly

9. How much were the payments you received?

At age 16, it was \$60, at age 17 it went up to \$80, at age 18, it was around \$100, when I was 19 it was \$130. When I was 20 it was \$300. All bi-weekly.

10. How did you receive these payments?

Check

11. Were any deductions taken out of the payments you received?

Don't know / Don't remember

12. What did you understand the reason the team was providing you these payments to be?

It was supposed to be an allowance.

13. What, if any, term did team employees and coaches use to refer to the weekly or bi-weekly payment you received? In other words, what did they call these payments?

Allowance

14. What was your compensation in your fifth year playing for a CHL team (i.e., overage year)?

\$300 every two weeks

15. Did you receive a weekly or bi-weekly payment for reimbursement for expenses from your team while you were a player?

No

In which season did you begin to receive reimbursements?

Were you required to submit receipts in order to receive the reimbursement for expenses?

What, if any, term did team employees and coaches use to refer to the reimbursements you received? In other words, what did they call the reimbursements?

12. Player Compensation and Expenses (cont.)

16. Did you ever receive a T4 (Canada) or W2 (US) tax document from the league or your team?

Yes

17. What did you receive the tax document for (e.g., payments, reimbursements, educational expenses, something else)?

Can't remember

18. Did you or your family supply your own ice hockey equipment, such as: uniforms, skates, pads or sticks?

No

What ice hockey equipment did you supply?

Did the team supply any ice hockey equipment, such as: uniforms, skates, pads or sticks?

What ice hockey equipment did the team supply?

19. Who provided this equipment to you (uniforms, skates, pads or sticks)?

The team

20. How frequently did they provide this equipment for you (uniforms, skates, pads or sticks)?

As needed

21. During the season, did you supply your own training and conditioning equipment such as treadmill or other cardio machines and/or weights?

Yes

Who provided this equipment for you (training and conditioning equipment) during the season?

22. Did you pay a registration fee, or any other fees, to play in the CHL?

No

23. To what extent did you have to use your own (or family's) money to cover living expenses during the season (e.g., meals, entertainment, gas, cell phone, internet, travel)?

Cell phone, gas, entertainment, any meals that weren't provided by the team (at home, we were responsible for all of our own meals).

24. Did you think, or do you expect, that your team would contribute toward your educational expenses to go to college or University after playing in the league?

Yes

25. Why do you think the team agreed to contribute toward your educational expenses?

We had a meeting with the president of the organization and he said that if we contacted him after you left the team, he would help with educational expenses, even if we have used up all of our eligibility.

13. Player Conduct Rules and Regulations

26. Did you sign a Standard Player Agreement (i.e., Contract) before you began playing for a CHL team?

Yes

27. Did anyone negotiate any changes or improvements to the Standard Player Agreement before you signed it?

No

What was changed or improved?

28. Was the agreement you signed the same for each team you played for?

Yes

What was different about the Standard Player Agreements?

29. Were you promised a job at the end of your contract?

No

14. Player Conduct Rules and Regulations (cont.)

30. Did you have a player agent?

Yes

31. When did the player agent start to represent you?

I had a family friend who was an agent look over my Standard Player Agreement before I signed it. When I was 15, I hired a player agent.

32. Why did you hire the player agent?

It seemed like all the top players were getting one and it seemed like a good idea for my future in turning pro.

33. Did you pay the player agent?

No

34. How does the player agent get paid?

Once you sign an NHL contract, they take 4% of the contract.

15. Player Conduct Rules and Regulations (cont.)

35. Were there any team or league rules that prohibited you from engaging in any specific activities (e.g., drinking, curfew) in your personal time (during the season)?

Yes

36. What activities were prohibited?

We had a curfew. We weren't allowed in the bars or the casino.

37. Who enforced these rules?

The head coach

38. What were the consequences if a player violated these rules?

It depended on the situation. If you missed curfew you would get "bag skating" (extra workout) after practice or you would be sat out from games

16. Player Conduct Rules and Regulations (cont.)

39. What were your primary responsibilities as a hockey player in the league?

Show up to practice, games, community events, team events

40. What were the most important things you could do to be successful as a hockey player in the league?

Work hard. Includes practices, games, work-outs.

41. What activities did you spend the most time performing as a hockey player in the league?

Practiced 4-5 days per week, sitting on a bus traveling to away games

42. Did all players on your team have similar responsibilities?

Yes

17. Player Conduct Rules and Regulations (cont.)

43. If a player's performance did not meet the team's expectations, were their consequences?

Yes

44. What were the consequence (if a player's performance did not meet the team's expectations)?

A lot of times, players were either traded or released.

18. Player Conduct Rules and Regulations (cont.)

45. Were you required by your team to review the blue feather report?

No

46. Were you required to pass a medical examination to play for your team?

Yes

47. Were you required to pass a medical examination before each season you played?

Don't remember doing that in this league

48. Were you required by your team to report for training camp in good physical condition?

Yes

49. How did you ensure that you were in good physical condition for training camp?

I hired a trainer and worked out all summer

50. Who determined whether you were in good physical condition when you arrived at training camp?

The team strength and conditioning coach

51. How was good physical condition defined?

We had fitness tests every year

52. What were the consequences if you were not in good physical condition when you arrived at training camp?

Guys were put in the "fat club" where you have to ride the stationary bike after practice. Some guys were cut from the team.

53. Were you required by your team to stay in good physical condition throughout the season?

Yes

54. How did you ensure that you were in good physical condition throughout the season?

Team workouts every week

55. What were the consequences for not being in good physical condition throughout the season?

Players were put in the "fat club" and would have to work-out after practice

56. Who decided how much playing time each player received in games?

The head and assistant coach

57. What factors determined the amount of playing time each player received?

Whether the coach liked you or not

19. Player Autonomy

58. Did you have the ability to switch teams after you had been drafted by a team or signed with a team?

No

Who, if anyone, needed to approve switching teams?

59. Were you ever traded to a different team within the CHL?

Yes

60. What role, if any, did you have in deciding whether you were traded?

I had a no-trade clause and I agreed to waive it when the team asked to trade me

61. What role, if any, did you have in deciding which team you were traded to?

None

62. Were you in high school when you were traded?

Yes

63. Did you have a no-trade clause in your Standard Player Agreement?

Yes

64. If a new player was signed to the team, would other players ever be traded or cut to make room on the roster for the new player?

I don't recall, but that has happened for sure

20. Player Autonomy (cont.)

65. Could you play for another hockey team or league while you were still a player for your CHL team?

Yes

66. Did your team need to give permission for you to play for another hockey team or league while you were still on a CHL team?

Yes

67. Are you aware of any circumstances in which a player could leave their team and play for a team in another league (e.g., Junior A or Junior B) without their CHL team's permission?

A player could leave the team and play in a lower division. Nobody chooses to leave, you are sent down.

68. Were you required to play on an NCAA team during your CHL team's off-season?

No

21. Player Autonomy (cont.)

69. Did you live with a billet family while you played hockey in the league?

Yes

70. What role, if any, did you have in deciding which family you lived with?

None

22. Player Autonomy (cont.)

71. Did you ever attend high school as a full-time student while you were a hockey player in the league?

Yes

72. How many seasons did you play in the league while you were still a full-time student in high school?

2

73. During the season, did you typically attend high school all five days per week?

No

74. Why did you not attend high school all five days per week during the season?

We had games and road trip during the week

23. Player Autonomy (cont.)

75. Were you required to attend any television, radio and/or promotional events for the team and/or league?

Yes

76. What kind of events were you required to attend?

Autograph signings, school visits, radio shows, newspaper interviews

77. What were the consequences if you did not attend these events?

It was mandatory to attend

24. Player Time Management and Scheduling

78. Did you receive a written schedule that told you the dates and times for your practices, work-outs and games?

No

79. Who determined the start times for practices?

Team (e.g., coaches, trainers, GM)

80. Who determined the start times for team work-outs?

Team (e.g., coaches, trainers, GM)

81. Who determined the length of practices?

Team (e.g., coaches, trainers, GM)

82. Who determined the length of team work-outs?

Team (e.g., coaches, trainers, GM)

83. What would have been the consequences for missing practices or team work-outs?

You wouldn't get to play in games, or guys would get cut, and you'd have to play a fine

84. What would have been the consequences for arriving late to practices or team work-outs?

You would lose playing time and get fined

85. Were all players on the team required to attend the same practices and team work-outs?

No

86. Why were some players not required to attend?

We had optional skates where rookies were required to skate. Coach would sometimes tell me to take some time off to rest, it was dependent on playing time. Guys who played more in games might practice a little less.

87. Did all players spend roughly the same amount of time practicing?

Coach would sometimes tell me to take some time off to rest, it was dependent on playing time. Guys who played more in games might practice a little less.

25. Player Time Management and Scheduling (cont.)

88. What were players required to do in a typical practice?

Drills, scrimmages, skating

89. Did someone from the team supervise and control player activities during practices? In other words, did someone tell you what to do during practice?

Yes

90. Who supervised and controlled player activities during practice?

The coach

91. What were players required to do in a typical team work-out?

Run, weight lifting , ride the bike, yoga

92. Did someone from your team supervise and control team work-outs? In other words, did someone tell you what to do during team work-outs?

Yes

93. Who supervised and controlled team work-outs?

The strength and conditioning coach

26. Player Time Management and Scheduling (cont.)

94. How many practices did you attend in a typical week during the season?

5

95. What was the typical length of a practice?

1 hour, 15 minutes

96. How many team work-outs did you attend in a typical week during the season?

3

97. What was the typical length of a team work-out?

1 hour

27. Player Time Management and Scheduling (cont.)

98. Were you required to arrive at the arena on game day at a specific time?

Yes

99. Who determined what time you needed to arrive at the arena on game days?

The coach

100. What were the consequences for arriving late to a game?

You would get fined and miss playing time

101. Was the required arrival time on game days the same for all players on your team?

Yes

102. What did you typically do between the time you arrived at the

arena and the start of the game?

Warm-up, stretch, watch video

28. Player Time Management and Scheduling (cont.)

103. Were you required to follow dress code guidelines when you were at team events or games?

Yes

104. What were the dress code guidelines?

Had to wear a suit

105. Were you ever required by your coach to play an entire league game without a helmet?

No

29. Player Time Management and Scheduling (cont.)

106. Who determined the travel schedule for away games?

The coach

107. Who booked your travel arrangements (e.g., bus, hotel) for away games?

The equipment manager

108. Did all of the players on the team travel together to away games?

Yes

109. Did the amount of time you spent with the team (e.g., practices, training, games) change between your first year and your last year in the CHL?

No. Even if I didn't practice, I was always at the rink with the team

30. Training and Development

110. Was your time playing in the league an opportunity to apply knowledge you learned in the classroom? In other words, was the information you learned in school useful when you were playing hockey?

No

What knowledge were you able to apply?

111. Who, if anyone, did you consider to be your supervisor?

The coach

112. Was your supervisor a professional with expertise in hockey?

Yes

113. Did your supervisor provide you with regular feedback on your performance?

No

114. Did you benefit personally from your experience playing in the league?

Yes

115. In what ways did you personally benefit?

I became a better hockey player, I became a lot more mature - leaving home at age 15 helps you mature

quickly, made me more responsible. I also gained life tools for time management.

116. Do you think that you and your teammates contributed to the financial success of the organization?

Yes

117. In what ways do you think that you and your teammates contributed to the financial success of the organization?

We are the entertainment. We bring the fans in.

31. Training and Development (cont.)

118. Did any team employees ever refer to you as an "intern"?

No

What was this person(s) job title?

119. Did any team employees ever refer to you as a "trainee"?

No

What was this person(s) job title?

120. Did any team employees ever refer to you as a "student athlete"?

No

What was this person(s) job title?

32. Training and Development (cont.)

121. Do you know of any vocational schools that provide training in hockey?

(Vocational schools are traditionally distinguished from four-year colleges by their focus on job-specific training to students who are typically bound for one of the skilled trades, rather than providing academic training for students pursuing careers in a professional discipline)

No

Is the training that you received in the league similar to what you would get in a vocational school?

122. Based on your experience, what was the primary goal of the team?

Winning games

123. Please explain your previous response including how you know this.

We were taught that that was most important - to win. We were taught that the NHL scouts winning teams, which is true.

1. Password

Survey to be accessed by BRG Interviewers ONLY.

Please enter password:

Password : Orinda201

2. Pre-Interview Details

Interview Number

8

Date of Interview:

06/02/2016

Start Time (PT)

[Format: h:mm in military time]

17:00

Interviewer Name

Chester Hanvey

Does the Player want the interview to be anonymous?

Yes

Comments?

9. Player Background

1. Which league(s) did you play for?

Western Hockey League (WHL)

**2. How many seasons were you on a CHL team?
(Playing at least one league or tournament game counts as a season)**

4

3. Please identify the league(s) played for and the seasons played in each league by selecting the appropriate boxes in the table below:

	OHL	QMJHL	WHL
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1998-1999			
1999-2000			
2000-2001			
2001-2002			
2002-2003			
2003-2004			
2004-2005			
2005-2006			
2006-2007			
2007-2008			
2008-2009			
2009-2010			X
2010-2011			X
2011-2012			X
2012-2013			X
2013-2014			
2014-2015			
2015-2016			
2016-2017			

4. What age were you when you signed with your first CHL team?

16

5. How many different CHL teams did you play for?

3

6. Which team(s) did you play for?

[Question Optional for anonymity purposes]

11. Player Compensation and Expenses

7. Did you receive a weekly or bi-weekly payment from your team while you were a player?

Yes

8. How frequently did you receive a payment?

Bi-Weekly

9. How much were the payments you received?

First year, it was around \$90 every two weeks and it went up based on your age. I think the most I received was around \$130.

10. How did you receive these payments?

Check

11. Were any deductions taken out of the payments you received?

Don't know / Don't remember

12. What did you understand the reason the team was providing you these payments to be?

It wasn't anything specific because it wasn't enough to really cover anything.

13. What, if any, term did team employees and coaches use to refer to the weekly or bi-weekly payment you received? In other words, what did they call these payments?

They called them paychecks.

What was your compensation in your fifth year playing for a CHL team (i.e., overage year)?

14. Did you receive a weekly or bi-weekly payment for reimbursement for expenses from your team while you were a player?

No

In which season did you begin to receive reimbursements?

Were you required to submit receipts in order to receive the reimbursement for expenses?

What, if any, term did team employees and coaches use to refer to the reimbursements you received? In other words, what did they call the reimbursements?

12. Player Compensation and Expenses (cont.)

15. Did you ever receive a T4 (Canada) or W2 (US) tax document from the league or your team?

Yes

16. What did you receive the tax document for (e.g., payments, reimbursements, educational expenses, something else)?

It was for the bi-weekly payments

17. Did you or your family supply your own ice hockey equipment, such as: uniforms, skates, pads or sticks?

No

What ice hockey equipment did you supply?

Did the team supply any ice hockey equipment, such as: uniforms, skates, pads or sticks?

What ice hockey equipment did the team supply?

18. Who provided this equipment to you (uniforms, skates, pads or sticks)?

I'm pretty sure the owner pays for that.

19. How frequently did they provide this equipment for you (uniforms, skates, pads or sticks)?

It was as needed. For example, I got a pair of skates every year.

20. During the season, did you supply your own training and conditioning equipment such as treadmill or other cardio machines and/or weights?

No

21. Who provided this equipment for you (training and conditioning equipment) during the season?

The organization gave us access to a workout room in the rink. I'm sure that the owner is the one who paid for it.

22. Did you pay a registration fee, or any other fees, to play in the CHL?

No

23. To what extent did you have to use your own (or family's) money to cover living expenses during the season (e.g., meals, entertainment, gas, cell phone, internet, travel)?

Extreme amount of money. We had to pay for pretty much all entertainment, gas, cell phone (which was mandatory), meals (not with the billet or before games), car insurance (which was mandatory to get to/from the rink).

24. Did you think, or do you expect, that your team would contribute toward your educational expenses to go to college or University after playing in the league?

Yes

25. Why do you think the team agreed to contribute toward your educational expenses?

They have to because its in the contract, everyone gets that deal.

13. Player Conduct Rules and Regulations

26. Did you sign a Standard Player Agreement (i.e., Contract) before you began playing for a CHL team?

Yes

27. Did anyone negotiate any changes or improvements to the Standard Player Agreement before you signed it?

No

What was changed or improved?

28. Was the agreement you signed the same for each team you played for?

Yes

What was different about the Standard Player Agreements?

29. Were you promised a job at the end of your contract?

No

14. Player Conduct Rules and Regulations (cont.)

30. Did you have a player agent?

Yes

31. When did the player agent start to represent you?

When I was 18.

32. Why did you hire the player agent?

To get their advice on issues such as my trade

33. Did you pay the player agent?

No

34. How does the player agent get paid?

When you sign an NHL contract, they get 4-5% of it.

15. Player Conduct Rules and Regulations (cont.)

35. Were there any team or league rules that prohibited you from engaging in any specific activities (e.g., drinking, curfew) in your personal time (during the season)?

Yes

36. What activities were prohibited?

Drinking, no drugs, no tobacco, we had curfew every night, couldn't leave town except during Christmas or with the team's permission

37. Who enforced these rules?

Head Coach

38. What were the consequences if a player violated these rules?

Anywhere from being kicked off the team to a bag skate, less ice time, getting scratched

16. Player Conduct Rules and Regulations (cont.)

39. What were your primary responsibilities as a hockey player in the league?

Show up on time, work hard and play the best you can, be a good representative of the organization in the community, do well in school (if you're in school), participate in PR events

40. What were the most important things you could do to be successful as a hockey player in the league?

Be on time, be a good teammate, work hard, listen to coaches, try to keep developing each year

41. What activities did you spend the most time performing as a hockey player in the league?

Practicing and working out

42. Did all players on your team have similar responsibilities?

Yes, the captains might feel a little more responsibility but we are all trying to do the same thing. The guys in school have a little more responsibility because they have to worry about studying.

17. Player Conduct Rules and Regulations (cont.)

43. If a player's performance did not meet the team's expectations, were their consequences?

Yes

44. What were the consequence (if a player's performance did not meet the team's expectations)?

You would get yelled at by the coach, you would get "skated" (extra workout), you would be threatened with trades or being sent home

18. Player Conduct Rules and Regulations (cont.)

45. Were you required by your team to review the blue feather report?

No

46. Were you required to pass a medical examination to play for your team?

Yes

47. Were you required to pass a medical examination before each season you played?

Yes

48. Were you required by your team to report for training camp in good physical condition?

Yes

49. How did you ensure that you were in good physical condition for training camp?

My parent would pay for ice sessions and a personal trainer (a group of 4-6 hockey players would train together). It cost around \$5000 per summer. I was also told to put on 10-15 pounds during the summer which cause my parents' grocery bill to go up excessively.

50. Who determined whether you were in good physical condition when you arrived at training camp?

We had a fitness test. The coaches put it together and would look at the numbers after we completed it.

51. How was good physical condition defined?

By things like bench press numbers and sit-ups numbers. The coaches could also tell during camp if you looked out of shape or couldn't keep up with the play.

52. What were the consequences if you were not in good physical condition when you arrived at training camp?

It was same as if you weren't playing well. They would yell at you or tell you you would be put on the forth line or scratched or traded. You might also have to do extra workouts after practice if you're over-weight.

53. Were you required by your team to stay in good physical condition throughout the season?

Yes

54. How did you ensure that you were in good physical condition throughout the season?

We worked out every day. Monday-Thursday we would work out, Friday play games. We would also have conditioning after practice on the ice.

55. What were the consequences for not being in good physical condition throughout the season?

It was same as if you weren't playing well. They would yell at you or tell you you would be put on the forth line or scratched or traded. You might also have to do extra workouts after practice if you're over-weight.

56. Who decided how much playing time each player received in games?

The coaches

57. What factors determined the amount of playing time each player

received?

It could be anything, its up to the coaches and I don't really know.

19. Player Autonomy

58. Did you have the ability to switch teams after you had been drafted by a team or signed with a team?

No

Who, if anyone, needed to approve switching teams?

59. Were you ever traded to a different team within the CHL?

Yes

60. What role, if any, did you have in deciding whether you were traded?

None

61. What role, if any, did you have in deciding which team you were traded to?

None

62. Were you in high school when you were traded?

No

63. Did you have a no-trade clause in your Standard Player Agreement?

No

64. If a new player was signed to the team, would other players ever be traded or cut to make room on the roster for the new player?

Yes

20. Player Autonomy (cont.)

65. Could you play for another hockey team or league while you were still a player for your CHL team?

No

Did your team need to give permission for you to play for another hockey team or league while you were still on a CHL team?

66. Are you aware of any circumstances in which a player could leave their team and play for a team in another league (e.g., Junior A or Junior B) without their CHL team's permission?

No

67. Were you required to play on an NCAA team during your CHL team's off-season?

No

21. Player Autonomy (cont.)

68. Did you live with a billet family while you played hockey in the league?

Yes

69. What role, if any, did you have in deciding which family you lived with?

I had no choice. When I traded, I was in the same city as my grandparents so I asked to live with them and the team said it was ok

22. Player Autonomy (cont.)

70. Did you ever attend high school as a full-time student while you were a hockey player in the league?

Yes

71. How many seasons did you play in the league while you were still a full-time student in high school?

3

72. During the season, did you typically attend high school all five days per week?

Yes

Why did you not attend high school all five days per week during the season?

23. Player Autonomy (cont.)

73. Were you required to attend any television, radio and/or promotional events for the team and/or league?

Yes

74. What kind of events were you required to attend ?

Radio interview, TV interviews, skates at the outdoor rink with the kids, went to schools, did a drug program in Vancouver

75. What were the consequences if you did not attend these events?

I don't know because nobody ever did. We didn't want to know the consequences. You would probably get kicked off the team.

24. Player Time Management and Scheduling

76. Did you receive a written schedule that told you the dates and times for your practices, work-outs and games?

Yes

77. Who determined the start times for practices?

Team (e.g., coaches, trainers, GM)

78. Who determined the start times for team work-outs?

Team (e.g., coaches, trainers, GM)

79. Who determined the length of practices?

Team (e.g., coaches, trainers, GM)

80. Who determined the length of team work-outs?

Team (e.g., coaches, trainers, GM)

81. What would have been the consequences for missing practices or team work-outs?

They would yell at you and give you less ice time, scratch you and threaten to trade or send you home.

82. What would have been the consequences for arriving late to practices or team work-outs?

They would yell at you and give you less ice time, scratch you and threaten to trade or send you home.

83. Were all players on the team required to attend the same practices and team work-outs?

Yes

Why were some players not required to attend?

Did all players spend roughly the same amount of time practicing?

25. Player Time Management and Scheduling (cont.)

84. What were players required to do in a typical practice?

Practice team systems, conditioning

85. Did someone from the team supervise and control player activities during practices? In other words, did someone tell you what to do during practice?

Yes

86. Who supervised and controlled player activities during practice?

The coaches

87. What were players required to do in a typical team work-out?

Lift weights, ride the bike, do foot speed drills, run stairs

88. Did someone from your team supervise and control team work-outs? In other words, did someone tell you what to do during team work-outs?

Yes

89. Who supervised and controlled team work-outs?

The coaches or trainer

26. Player Time Management and Scheduling (cont.)

90. How many practices did you attend in a typical week during the season?

4-5 depending on whether we had a game on Friday

91. What was the typical length of a practice?

Between 45 minutes and 1.5 hours

92. How many team work-outs did you attend in a typical week during the season?

3-4

93. What was the typical length of a team work-out?

An hour to an hour and half

27. Player Time Management and Scheduling (cont.)

94. Were you required to arrive at the arena on game day at a specific time?

Yes

95. Who determined what time you needed to arrive at the arena on game days?

The coaches

96. What were the consequences for arriving late to a game?

Either getting scratched or losing ice time

97. Was the required arrival time on game days the same for all players on your team?

Yes

98. What did you typically do between the time you arrived at the

arena and the start of the game?

Warm up, light jog, stretch, get dressed, lots of meetings

28. Player Time Management and Scheduling (cont.)

99. Were you required to follow dress code guidelines when you were at team events or games?

Yes

100. What were the dress code guidelines?

Suit and tie for games, business casual for events and team dinners

101. Were you ever required by your coach to play an entire league game without a helmet?

No

29. Player Time Management and Scheduling (cont.)

102. Who determined the travel schedule for away games?

The coaches

103. Who booked your travel arrangements (e.g., bus, hotel) for away games?

Coaches

104. Did all of the players on the team travel together to away games?

Yes

105. Did the amount of time you spent with the team (e.g., practices, training, games) change between your first year and your last year in the CHL?

No

30. Training and Development

106. Was your time playing in the league an opportunity to apply knowledge you learned in the classroom? In other words, was the information you learned in school useful when you were playing hockey?

No

What knowledge were you able to apply?

107. Who, if anyone, did you consider to be your supervisor?

The head coach

108. Was your supervisor a professional with expertise in hockey?

Yes

109. Did your supervisor provide you with regular feedback on your performance?

Yes

110. Did you benefit personally from your experience playing in the league?

Yes

111. In what ways did you personally benefit?

Characteristics that will apply well in a future career, for example, being on time, being disciplined,

teamwork, social skills, time management.

112. Do you think that you and your teammates contributed to the financial success of the organization?

Yes

113. In what ways do you think that you and your teammates contributed to the financial success of the organization?

We bring fans in and sell jerseys, memorabilia, etc. We are just like any other sports team. For one of the seasons, the NHL lockout was on so we were getting around 15,000 to 18,000 fans per game.

31. Training and Development (cont.)

114. Did any team employees ever refer to you as an “intern”?

No

What was this person(s) job title?

115. Did any team employees ever refer to you as a “trainee”?

No

What was this person(s) job title?

116. Did any team employees ever refer to you as a “student athlete”?

No

What was this person(s) job title?

32. Training and Development (cont.)

117. Do you know of any vocational schools that provide training in hockey?

(Vocational schools are traditionally distinguished from four-year colleges by their focus on job-specific training to students who are typically bound for one of the skilled trades, rather than providing academic training for students pursuing careers in a professional discipline)

Yes

118. Is the training that you received in the league similar to what you would get in a vocational school?

Not really, they are only teaching us to go the NHL but if we don't go to the NHL, it didn't work.

119. Based on your experience, what was the primary goal of the team?

Winning games

120. Please explain your previous response including how you know this.

They don't really care about the players, they will do whatever they have to do to win games.

1. Password

Survey to be accessed by BRG Interviewers ONLY.

Please enter password:

Password : Orinda201

2. Pre-Interview Details

Interview Number

9

Date of Interview:

06/06/2016

Start Time (PT)

[Format: h:mm in military time]

12:00

Interviewer Name

Chester Hanvey

Does the Player want the interview to be anonymous?

Yes

Comments?

9. Player Background

1. Which league(s) did you play for?

Ontario Hockey League (OHL)

**2. How many seasons were you on a CHL team?
(Playing at least one league or tournament game counts as a season)**

3

3. Please identify the league(s) played for and the seasons played in each league by selecting the appropriate boxes in the table below:

	OHL	QMJHL	WHL
1990-1991			
1991-1992			
1992-1993			
1993-1994			
1994-1995			
1995-1996			
1996-1997			
1997-1998			
1998-1999			
1999-2000			
2000-2001			
2001-2002			
2002-2003			
2003-2004			
2004-2005			
2005-2006			
2006-2007			
2007-2008			
2008-2009			
2009-2010			
2010-2011			
2011-2012			
2012-2013			
2013-2014			
2014-2015			
2015-2016			
2016-2017			

4. What age were you when you signed with your first CHL team?

16

5. How many different CHL teams did you play for?

2

6. Which team(s) did you play for?

[Question Optional for anonymity purposes]

11. Player Compensation and Expenses

7. Did you receive a weekly or bi-weekly payment from your team while you were a player?

Yes

8. How frequently did you receive a payment?

Other (specify): Weekly for one team and bi-weekly for the other team

9. How much were the payments you received?

Team A: I received \$50 every week

Team B: I received around \$98 every two weeks

10. How did you receive these payments?

Other (Specify): Team A was a check, Team B was direct deposit

11. Were any deductions taken out of the payments you received?

Yes

12. What did you understand the reason the team was providing you these payments to be?

Because I was an employee of the team

13. What, if any, term did team employees and coaches use to refer to the weekly or bi-weekly payment you received? In other words, what did they call these payments?

I don't recall any term being used

What was your compensation in your fifth year playing for a CHL team (i.e., overage year)?

14. Did you receive a weekly or bi-weekly payment for reimbursement for expenses from your team while you were a player?

Yes

15. In which season did you begin to receive reimbursements?

My second season

16. Were you required to submit receipts in order to receive the reimbursement for expenses?

No

17. What, if any, term did team employees and coaches use to refer to the reimbursements you received? In other words, what did they call the reimbursements?

Gas Money. It was designed to be used to pick up players without vehicles and transport them to the arena and back for practices and games

12. Player Compensation and Expenses (cont.)

18. Did you ever receive a T4 (Canada) or W2 (US) tax document from the league or your team?

Yes

19. What did you receive the tax document for (e.g., payments, reimbursements, educational expenses, something else)?

For the salary paid (weekly or bi-weekly payments)

20. Did you or your family supply your own ice hockey equipment, such as: uniforms, skates, pads or sticks?

No

What ice hockey equipment did you supply?

Did the team supply any ice hockey equipment, such as: uniforms, skates, pads or sticks?

What ice hockey equipment did the team supply?

21. Who provided this equipment to you (uniforms, skates, pads or sticks)?

We used our own equipment until the equipment that the team ordered arrived. Then we were required to use the team equipment.

22. How frequently did they provide this equipment for you (uniforms, skates, pads or sticks)?

It depended on the type of equipment. For example, I had the same shoulder pads, shin pads, and elbow pads for my entire OHL tenure. Skates were typically provided once per year, even if a newer pair of skates would have been very beneficial to the player.

23. During the season, did you supply your own training and conditioning equipment such as treadmill or other cardio machines and/or weights?

No

24. Who provided this equipment for you (training and conditioning equipment) during the season?

The teams either had some equipment in their arena or they had a gym where the players were allowed to use such equipment.

25. Did you pay a registration fee, or any other fees, to play in the CHL?

No

26. To what extent did you have to use your own (or family's) money to cover living expenses during the season (e.g., meals, entertainment, gas, cell phone, internet, travel)?

I had to pay for my own cell phone, I had to buy extra food to meet my nutritional needs, everything that we did for entertainment (e.g., going to a movie) we had to pay for ourselves.

27. Did you think, or do you expect, that your team would contribute toward your educational expenses to go to college or University after playing in the league?

Yes

28. Why do you think the team agreed to contribute toward your educational expenses?

Because we were paid so little money while we were playing for the team, it was expected that having a scholarship after playing in the OHL would be some kind of incentive to the players who would never go any further in hockey than the OHL (i.e., the players who would never go on to have a solid professional playing career in which they made a lot of money because of their development in the OHL).

13. Player Conduct Rules and Regulations

29. Did you sign a Standard Player Agreement (i.e., Contract) before you began playing for a CHL team?

Yes

30. Did anyone negotiate any changes or improvements to the Standard Player Agreement before you signed it?

Yes

31. What was changed or improved?

I was promised 2 years of the average cost of tuition at the university closest to my home address upon playing one exhibition or regular season game in the OHL and I had the same agreement the following year to a maximum of 4 years of the average tuition cost contributed toward my education.

32. Was the agreement you signed the same for each team you played for?

Yes

What was different about the Standard Player Agreements?

33. Were you promised a job at the end of your contract?

No

14. Player Conduct Rules and Regulations (cont.)

34. Did you have a player agent?

Yes

35. When did the player agent start to represent you?

Before I was drafted into the OHL

36. Why did you hire the player agent?

To look out for my best interests as a player.

37. Did you pay the player agent?

No

38. How does the player agent get paid?

If I sign a professional contract, they would get 4% of that.

15. Player Conduct Rules and Regulations (cont.)

39. Were there any team or league rules that prohibited you from engaging in any specific activities (e.g., drinking, curfew) in your personal time (during the season)?

Yes

40. What activities were prohibited?

Every night, we had curfew and any player who was under the legal drinking age was prohibited from drinking. Other kids their age likely would be drinking but the players were prohibited from doing so.

41. Who enforced these rules?

We had to call in to a specific phone line for curfew from your billet home phone and leave a message before the designated curfew time. One of the coaches monitored that phone line - they would check the phone the next morning and ensure everyone had called in for curfew and left a voicemail. Coaches enforced the rules of drinking and they would enforce it through the threat of punishment.

42. What were the consequences if a player violated these rules?

It could range from a verbal warning to being sat-out of a game, to being released from the team.

16. Player Conduct Rules and Regulations (cont.)

43. What were your primary responsibilities as a hockey player in the league?

You had a responsibility to stay in very good physical shape, you had a responsibility to work very hard at practices and dedicate yourself to the sole cause of becoming a better hockey player to help the team. You had a responsibility to always give your absolute best effort.

44. What were the most important things you could do to be successful as a hockey player in the league?

The most consistent thing you could do was work very hard in practice to try and improve your skill set. You could also work hard off the ice on your physical conditioning. You could also watch video of your play to try to understand how you could become a better player.

45. What activities did you spend the most time performing as a hockey player in the league?

We spent a lot of time at the area for both practices and games. We also spent a lot of time on the bus traveling to road games. We also spent a lot of time at hotels on road trips.

46. Did all players on your team have similar responsibilities?

Players all had a very basic set of responsibilities that were similar (e.g., abide by team rules), but given how good of a player you were would often dictate how your responsibilities may be different. For example, if you were a better player, you may not need to have spent as much time working on your game to prove yourself to the coaching staff as lesser players may have had to.

17. Player Conduct Rules and Regulations (cont.)

47. If a player's performance did not meet the team's expectations, were their consequences?

Yes

48. What were the consequence (if a player's performance did not meet the team's expectations)?

If it was a one-time or one-game type of thing, it likely just meant a talking from the coaching staff, maybe you would get benched for a game. If the team's coaching staff and/or management deemed you weren't meeting their expectations consistently or couldn't meet their expectations, they would likely trade or release you from the team.

18. Player Conduct Rules and Regulations (cont.)

49. Were you required by your team to review the blue feather report?

No

50. Were you required to pass a medical examination to play for your team?

Yes

51. Were you required to pass a medical examination before each season you played?

Yes

52. Were you required by your team to report for training camp in good physical condition?

Yes

53. How did you ensure that you were in good physical condition for training camp?

I paid for personal off-ice training during the off-season.

54. Who determined whether you were in good physical condition when you arrived at training camp?

The medical staff determined this by how you did during fitness testing and how you looked on the ice.

55. How was good physical condition defined?

It wasn't clearly defined by teams

56. What were the consequences if you were not in good physical condition when you arrived at training camp?

You could be cut or released from the team.

57. Were you required by your team to stay in good physical condition throughout the season?

Yes

58. How did you ensure that you were in good physical condition throughout the season?

You attended all team practices, which everyone had to. That would leave you in good enough physical condition along with eating somewhat well as well.

59. What were the consequences for not being in good physical condition throughout the season?

You could be forced to do extra work that all team players were not required to do. For example, you might have to do some conditioning skating drills at the end of practice or some off-ice conditioning drills after practice.

60. Who decided how much playing time each player received in games?

The coaching staff

61. What factors determined the amount of playing time each player received?

Players who the coaching staff deemed would give them the best chance to win were played the most. Players who were deemed by the coaching staff to be an on-ice liability to their prospect of winning would be given significantly less ice time. In cases where a team was rebuilding for the future, players who were deemed most likely to help the team win in the future were given preferential treatment in terms of ice time.

19. Player Autonomy

62. Did you have the ability to switch teams after you had been drafted by a team or signed with a team?

No

Who, if anyone, needed to approve switching teams?

63. Were you ever traded to a different team within the CHL?

Yes

64. What role, if any, did you have in deciding whether you were traded?

I had zero say in it

65. What role, if any, did you have in deciding which team you were traded to?

I had no role in that. I was told I would be traded and whichever other teams were interested in me, dictated where I would possibly be traded.

66. Were you in high school when you were traded?

No

67. Did you have a no-trade clause in your Standard Player Agreement?

No

68. If a new player was signed to the team, would other players ever be traded or cut to make room on the roster for the new player?

Yes

20. Player Autonomy (cont.)

69. Could you play for another hockey team or league while you were still a player for your CHL team?

No

Did your team need to give permission for you to play for another hockey team or league while you were still on a CHL team?

70. Are you aware of any circumstances in which a player could leave their team and play for a team in another league (e.g., Junior A or Junior B) without their CHL team's permission?

No

71. Were you required to play on an NCAA team during your CHL team's off-season?

No

21. Player Autonomy (cont.)

72. Did you live with a billet family while you played hockey in the league?

Yes

73. What role, if any, did you have in deciding which family you lived with?

I had no role in that

22. Player Autonomy (cont.)

74. Did you ever attend high school as a full-time student while you were a hockey player in the league?

Yes

75. How many seasons did you play in the league while you were still a full-time student in high school?

1

76. During the season, did you typically attend high school all five days per week?

No

77. Why did you not attend high school all five days per week during the season?

If we had a road trip where we would be away on the weekend playing games, that would typically mean missing time at school. Around 50% of the time, this happened.

23. Player Autonomy (cont.)

78. Were you required to attend any television, radio and/or promotional events for the team and/or league?

Yes

79. What kind of events were you required to attend?

Promotional events, school visits.

80. What were the consequences if you did not attend these events?

You basically had to. If you refused to do it, you would be in really big trouble with the team.

24. Player Time Management and Scheduling

81. Did you receive a written schedule that told you the dates and times for your practices, work-outs and games?

Yes

82. Who determined the start times for practices?

Team (e.g., coaches, trainers, GM)

83. Who determined the start times for team work-outs?

Team (e.g., coaches, trainers, GM)

84. Who determined the length of practices?

Team (e.g., coaches, trainers, GM)

85. Who determined the length of team work-outs?

Team (e.g., coaches, trainers, GM)

86. What would have been the consequences for missing practices or team work-outs?

The only acceptable reason for missing practices or workouts was if you were sick or injured. If you missed for another reason, you would most likely be benched for games.

87. What would have been the consequences for arriving late to practices or team work-outs?

If you were late, you could be benched for games.

88. Were all players on the team required to attend the same practices and team work-outs?

No

89. Why were some players not required to attend?

Students who were not in high-school were required to attend either a practice, work-out or video session while the high school students were in school.

90. Did all players spend roughly the same amount of time practicing?

Typically, the players who were not in high school spent a bit more time practicing than players who were in high school.

25. Player Time Management and Scheduling (cont.)

91. What were players required to do in a typical practice?

Whatever drills were laid out by the coach

92. Did someone from the team supervise and control player activities during practices? In other words, did someone tell you what to do during practice?

Yes

93. Who supervised and controlled player activities during practice?

The coaching staff

94. What were players required to do in a typical team work-out?

Whatever exercises were laid out by either the team trainer or a strength coach

95. Did someone from your team supervise and control team work-outs? In other words, did someone tell you what to do during team work-outs?

Yes

96. Who supervised and controlled team work-outs?

Team trainer or a strength coach

26. Player Time Management and Scheduling (cont.)

97. How many practices did you attend in a typical week during the season?

6

98. What was the typical length of a practice?

On average, about an hour and 10 minutes

99. How many team work-outs did you attend in a typical week during the season?

Typically, 3-4

100. What was the typical length of a team work-out?

About an hour

27. Player Time Management and Scheduling (cont.)

101. Were you required to arrive at the arena on game day at a specific time?

Yes

102. Who determined what time you needed to arrive at the arena on game days?

The coaching staff

103. What were the consequences for arriving late to a game?

You could be benched

104. Was the required arrival time on game days the same for all players on your team?

Yes

105. What did you typically do between the time you arrived at the arena and the start of the game?

Typically, you would prepare your equipment (tape sticks, lace up skates), do a vigorous off-ice warm-up, coaching staff would go over some strategy for the game, they would go over video, if you had any kind of bump or bruise or injury, you would receive treatment before the game, then you'd have to get your equipment on, then you'd be ready to go out for the pre-game warm-up.

28. Player Time Management and Scheduling (cont.)

106. Were you required to follow dress code guidelines when you were at team events or games?

Yes

107. What were the dress code guidelines?

You had to wear a suit to a home game and you had to wear the team track suit to a road game

108. Were you ever required by your coach to play an entire league game without a helmet?

No

29. Player Time Management and Scheduling (cont.)

109. Who determined the travel schedule for away games?

Team management/coaching staff

110. Who booked your travel arrangements (e.g., bus, hotel) for away games?

Team management/coaching staff

111. Did all of the players on the team travel together to away games?

Yes

112. Did the amount of time you spent with the team (e.g., practices, training, games) change between your first year and your last year in the CHL?

No

30. Training and Development

113. Was your time playing in the league an opportunity to apply knowledge you learned in the classroom? In other words, was the information you learned in school useful when you were playing hockey?

No

What knowledge were you able to apply?

114. Who, if anyone, did you consider to be your supervisor?

The coaching staff

115. Was your supervisor a professional with expertise in hockey?

Yes they were, some to different degrees than others

116. Did your supervisor provide you with regular feedback on your performance?

Not regular, there was no consistency to the feedback. If you consistently wanted feedback, you had to reach out to them.

117. Did you benefit personally from your experience playing in the league?

Yes

118. In what ways did you personally benefit?

The personal benefits I received were from making the friends I made while playing in the OHL and the experiences I had while playing in the OHL. However, I don't believe I benefited in any way other than that (i.e., financially or educationally).

119. Do you think that you and your teammates contributed to the financial success of the organization?

Yes

120. In what ways do you think that you and your teammates contributed to the financial success of the organization?

Without the players, they wouldn't have any games to bring the fans in to buy tickets, alcohol, food, team merchandise. Without the efforts of myself and my teammates, it would be impossible for them to run a business based on a hockey team.

31. Training and Development (cont.)

121. Did any team employees ever refer to you as an "intern"?

No

What was this person(s) job title?

122. Did any team employees ever refer to you as a “trainee”?

No

What was this person(s) job title?

123. Did any team employees ever refer to you as a “student athlete”?

No

What was this person(s) job title?

32. Training and Development (cont.)

124. Do you know of any vocational schools that provide training in hockey?

(Vocational schools are traditionally distinguished from four-year colleges by their focus on job-specific training to students who are typically bound for one of the skilled trades, rather than providing academic training for students pursuing careers in a professional discipline)

No

Is the training that you received in the league similar to what you would get in a vocational school?

125. Based on your experience, what was the primary goal of the team?

Other (Specify): Making money, which is typically done through winning games

126. Please explain your previous response including how you know this.

I'd say that because players make significant life changes and sacrifices to play for these teams, they often do anything asked of them by the team simply in the hope of having a good OHL career (or beyond). However, even given the sacrifices made by the players and the effort put in by the players, teams have no problem trading or releasing players such that their roster is how they believe it to be best suited to win games and make money. And for all the players' efforts, they are only given \$50 per week while tickets for a home game are sold for around \$20 and teams get a minimum of 2500 tickets sold per home game (up to 9000 for some teams). If a team was truly interested in developing a player through academics or athletics, they could spend significantly more money on the players to significantly improve their well-being, both on and off the ice while with the team.

1. Password

Survey to be accessed by BRG Interviewers ONLY.

Please enter password:

Password : Orinda201

2. Pre-Interview Details

Interview Number

10

Date of Interview:

06/08/2016

Start Time (PT)

[Format: h:mm in military time]

09:00

Interviewer Name

Elizabeth Arnold

Does the Player want the interview to be anonymous?

Yes

Comments?

9. Player Background

1. Which league(s) did you play for?

Western Hockey League (WHL)

**2. How many seasons were you on a CHL team?
(Playing at least one league or tournament game counts as a season)**

3

3. Please identify the league(s) played for and the seasons played in each league by selecting the appropriate boxes in the table below:

	OHL	QMJHL	WHL
1990-1991			
1991-1992			
1992-1993			
1993-1994			
1994-1995			
1995-1996			
1996-1997			
1997-1998			
1998-1999			
1999-2000			
2000-2001			
2001-2002			
2002-2003			
2003-2004			
2004-2005			
2005-2006			
2006-2007			
2007-2008			
2008-2009			
2009-2010			
2010-2011			X
2011-2012			X
2012-2013			X
2013-2014			
2014-2015			
2015-2016			
2016-2017			

4. What age were you when you signed with your first CHL team?

18

5. How many different CHL teams did you play for?

2

6. Which team(s) did you play for?

[Question Optional for anonymity purposes]

Swift Current Broncos (WHL)

Vancouver Giants (WHL)

11. Player Compensation and Expenses

7. Did you receive a weekly or bi-weekly payment from your team while you were a player?

Yes

8. How frequently did you receive a payment?

Bi-Weekly

9. How much were the payments you received?

when I was 18, it was \$108. 19 it was \$120. 20 it was \$298-\$300

10. How did you receive these payments?

Check

11. Were any deductions taken out of the payments you received?

No

12. What did you understand the reason the team was providing you these payments to be?

because we are considered semi-professional and we get our NCAA schooling taken away so to compensate for that we get paid

13. What, if any, term did team employees and coaches use to refer to the weekly or bi-weekly payment you received? In other words, what did they call these payments?

they called them checks

What was your compensation in your fifth year playing for a CHL team (i.e., overage year)?

14. Did you receive a weekly or bi-weekly payment for reimbursement for expenses from your team while you were a player?

No

In which season did you begin to receive reimbursements?

Were you required to submit receipts in order to receive the reimbursement for expenses?

What, if any, term did team employees and coaches use to refer to the reimbursements you received? In other words, what did they call the reimbursements?

12. Player Compensation and Expenses (cont.)

15. Did you ever receive a T4 (Canada) or W2 (US) tax document from the league or your team?

Don't know / Don't remember

What did you receive the tax document for (e.g., payments, reimbursements, educational expenses, something else)?

16. Did you or your family supply your own ice hockey equipment, such as: uniforms, skates, pads or sticks?

No

What ice hockey equipment did you supply?

Did the team supply any ice hockey equipment, such as: uniforms, skates, pads or sticks?

What ice hockey equipment did the team supply?

17. Who provided this equipment to you (uniforms, skates, pads or sticks)?

the team.

But in Vancouver was better in terms of equipment and stuff- we got 2 sets. Would travel 30 mins to coliseum so we got 2 sets of equipment. They make more money as an organization so they are able to do that

18. How frequently did they provide this equipment for you (uniforms, skates, pads or sticks)?

everything brand new in Vancouver. in 20 year old year in swift current

19. During the season, did you supply your own training and conditioning equipment such as treadmill or other cardio machines and/or weights?

No

20. Who provided this equipment for you (training and conditioning equipment) during the season?

the team. Except protein powder, that was not provided.

21. Did you pay a registration fee, or any other fees, to play in the CHL?

No

22. To what extent did you have to use your own (or family's) money to cover living expenses during the season (e.g., meals, entertainment, gas, cell phone, internet, travel)?

way too much. At least \$200 per week of my own money between gas and cell phone. Meals. Entertainment. Protein powder.

23. Did you think, or do you expect, that your team would contribute toward your educational expenses to go to college or University after playing in the league?

Yes

24. Why do you think the team agreed to contribute toward your educational expenses?

But at the same time I knew that if I went pro one year all my schooling would be taken away. After my last year (my 21 year old) I went and played a year of pro and lost all 4 years of my schooling.

13. Player Conduct Rules and Regulations

25. Did you sign a Standard Player Agreement (i.e., Contract) before you began playing for a CHL team?

Yes

26. Did anyone negotiate any changes or improvements to the Standard Player Agreement before you signed it?

Yes

27. What was changed or improved?

my 20 year old I got 2 years of schooling. That was the deal for my 20 year old year. When I was 18 in Vancouver I signed the contract and in that contract I negotiated to have 2 years of schoolings in addition to the first 2.

28. Was the agreement you signed the same for each team you

played for?

Yes

What was different about the Standard Player Agreements?

29. Were you promised a job at the end of your contract?

No

14. Player Conduct Rules and Regulations (cont.)

30. Did you have a player agent?

Yes

31. When did the player agent start to represent you?

when I first started at 18

32. Why did you hire the player agent?

to negotiate contracts

33. Did you pay the player agent?

Yes

How does the player agent get paid?

15. Player Conduct Rules and Regulations (cont.)

34. Were there any team or league rules that prohibited you from engaging in any specific activities (e.g., drinking, curfew) in your personal time (during the season)?

Yes

35. What activities were prohibited?

couldn't go to bar, casino. Curfew was 10:30pm. Limited Sundays off.

36. Who enforced these rules?

the coach

37. What were the consequences if a player violated these rules?

traded, released or team suspended

16. Player Conduct Rules and Regulations (cont.)

38. What were your primary responsibilities as a hockey player in the league?

to be a hockey player. to show up at rink on time. to do whatever coach told you to do. For example, a community event, practice, workout every day. at 10am we would come in and watch video of what other team is doing.

39. What were the most important things you could do to be successful as a hockey player in the league?

diet, training, preparation. Being a professional. Showing up on time.

40. What activities did you spend the most time performing as a hockey player in the league?

practice and workouts and video. And traveling- lots of traveling.

41. Did all players on your team have similar responsibilities?

yes. And school guys had more because they had to do school plus everything that was expected.

17. Player Conduct Rules and Regulations (cont.)

42. If a player's performance did not meet the team's expectations,

were their consequences?

Yes

43. What were the consequence (if a player's performance did not meet the team's expectations)?

traded, released, sat (seated on bench) or healthy scratched (sit in stands)

18. Player Conduct Rules and Regulations (cont.)

44. Were you required by your team to review the blue feather report?

No

45. Were you required to pass a medical examination to play for your team?

Yes

46. Were you required to pass a medical examination before each season you played?

yes

47. Were you required by your team to report for training camp in good physical condition?

Yes

48. How did you ensure that you were in good physical condition for training camp?

moved an hour away from where I actually lived to train and a high end training facility. So had to rent a house, pay all expenses (food, training).

49. Who determined whether you were in good physical condition when you arrived at training camp?

we had physical testing- bench press, running

50. How was good physical condition defined?

being in the top 10 of the try out camp in physical testing

51. What were the consequences if you were not in good physical condition when you arrived at training camp?

one guy got sent home first day. Or you had to ride the bike every morning- extra physical activities.

52. Were you required by your team to stay in good physical condition throughout the season?

Yes

53. How did you ensure that you were in good physical condition throughout the season?

Practice, had training every non game day at 10am. Diet.

54. What were the consequences for not being in good physical condition throughout the season?

extra riding the bike. Physical activity.

55. Who decided how much playing time each player received in games?

the coach

56. What factors determined the amount of playing time each player received?

performance.

19. Player Autonomy

57. Did you have the ability to switch teams after you had been drafted by a team or signed with a team?

No

Who, if anyone, needed to approve switching teams?

58. Were you ever traded to a different team within the CHL?

Yes

59. What role, if any, did you have in deciding whether you were traded?

nothing

60. What role, if any, did you have in deciding which team you were traded to?

nothing

61. Were you in high school when you were traded?

No

62. Did you have a no-trade clause in your Standard Player Agreement?

No

63. If a new player was signed to the team, would other players ever be traded or cut to make room on the roster for the new player?

yes

20. Player Autonomy (cont.)

64. Could you play for another hockey team or league while you were still a player for your CHL team?

No

Did your team need to give permission for you to play for another hockey team or league while you were still on a CHL team?

65. Are you aware of any circumstances in which a player could leave their team and play for a team in another league (e.g., Junior A or Junior B) without their CHL team's permission?

yes. only guys that weren't playing or didn't get a right opportunity would decide that Jr A or B would be better for their hockey development

66. Were you required to play on an NCAA team during your CHL team's off-season?

No

21. Player Autonomy (cont.)

67. Did you live with a billet family while you played hockey in the league?

Yes

68. What role, if any, did you have in deciding which family you lived with?

didn't have one

22. Player Autonomy (cont.)

69. Did you ever attend high school as a full-time student while you were a hockey player in the league?

No

How many seasons did you play in the league while you were still a full-time student in high school?

During the season, did you typically attend high school all five days per week?

Why did you not attend high school all five days per week during the season?

23. Player Autonomy (cont.)

70. Were you required to attend any television, radio and/or promotional events for the team and/or league?

Yes

71. What kind of events were you required to attend ?

community events, radio shows

72. What were the consequences if you did not attend these events?

you didn't have an option, you couldn't miss those. You probably wouldn't be there very long if you missed.

24. Player Time Management and Scheduling

73. Did you receive a written schedule that told you the dates and times for your practices, work-outs and games?

Yes

74. Who determined the start times for practices?

Team (e.g., coaches, trainers, GM)

75. Who determined the start times for team work-outs?

Team (e.g., coaches, trainers, GM)

76. Who determined the length of practices?

Team (e.g., coaches, trainers, GM)

77. Who determined the length of team work-outs?

Team (e.g., coaches, trainers, GM)

78. What would have been the consequences for missing practices or team work-outs?

traded, released, sat

79. What would have been the consequences for arriving late to practices or team work-outs?

after so many times would be traded, released, sat. If just late once coach would call you into his office and ask you what you were thinking.

80. Were all players on the team required to attend the same practices and team work-outs?

No

81. Why were some players not required to attend?

The non-school guys worked out at 10am and the school guys worked out after practice around 4:30pm

82. Did all players spend roughly the same amount of time practicing?

yes

25. Player Time Management and Scheduling (cont.)

83. What were players required to do in a typical practice?

to perform. Be sharp. work hard. skate, shoot, drills

84. Did someone from the team supervise and control player activities during practices? In other words, did someone tell you what to do during practice?

Yes

85. Who supervised and controlled player activities during practice?

coaches

86. What were players required to do in a typical team work-out?

we'd have to do circuit workout for about 45 mins to an hour

87. Did someone from your team supervise and control team work-outs? In other words, did someone tell you what to do during team work-outs?

Yes

88. Who supervised and controlled team work-outs?

team trainer

26. Player Time Management and Scheduling (cont.)

89. How many practices did you attend in a typical week during the season?

5 or 6

90. What was the typical length of a practice?

2 hours

91. How many team work-outs did you attend in a typical week during the season?

3 or 4

92. What was the typical length of a team work-out?

45 mins to 1 hour

27. Player Time Management and Scheduling (cont.)

93. Were you required to arrive at the arena on game day at a specific time?

Yes

94. Who determined what time you needed to arrive at the arena on game days?

coach

95. What were the consequences for arriving late to a game?

sat, traded, released

96. Was the required arrival time on game days the same for all players on your team?

yes

97. What did you typically do between the time you arrived at the arena and the start of the game?

tape sticks, stretch out, make sure equipment is proper, videos (of other team), team meeting

28. Player Time Management and Scheduling (cont.)

98. Were you required to follow dress code guidelines when you were at team events or games?

Yes

99. What were the dress code guidelines?

suit and tie

100. Were you ever required by your coach to play an entire league game without a helmet?

No

29. Player Time Management and Scheduling (cont.)

101. Who determined the travel schedule for away games?

the league

102. Who booked your travel arrangements (e.g., bus, hotel) for away games?

I think that was our assistant coach

103. Did all of the players on the team travel together to away games?

Yes

104. Did the amount of time you spent with the team (e.g., practices, training, games) change between your first year and your last year in the CHL?

no

30. Training and Development

105. Was your time playing in the league an opportunity to apply knowledge you learned in the classroom? In other words, was the information you learned in school useful when you were playing hockey?

No

What knowledge were you able to apply?

106. Who, if anyone, did you consider to be your supervisor?

coach

107. Was your supervisor a professional with expertise in hockey?

yes

108. Did your supervisor provide you with regular feedback on your performance?

yes

109. Did you benefit personally from your experience playing in the league?

Yes

110. In what ways did you personally benefit?

time management, learning to be in stressful situations. Being a professional (i.e., being on time, dress code).

111. Do you think that you and your teammates contributed to the financial success of the organization?

Yes

112. In what ways do you think that you and your teammates contributed to the financial success of the organization?

bringing all the fans to the stands. Fighting, fans go for fighting. But also the games bring people in. Community events. We were community icon, everyone looked up to us.

31. Training and Development (cont.)

113. Did any team employees ever refer to you as an “intern”?

No

What was this person(s) job title?

114. Did any team employees ever refer to you as a “trainee”?

No

What was this person(s) job title?

115. Did any team employees ever refer to you as a “student athlete”?

No

What was this person(s) job title?

32. Training and Development (cont.)

116. Do you know of any vocational schools that provide training in hockey?

(Vocational schools are traditionally distinguished from four-year colleges by their focus on job-specific training to students who are typically bound for one of the skilled trades, rather than providing academic training for students pursuing careers in a professional discipline)

Don't know / Don't remember

Is the training that you received in the league similar to what you would get in a vocational school?

117. Based on your experience, what was the primary goal of the team?

Winning games

118. Please explain your previous response including how you know this.

because the more games you win, the greater the chances that your job is safe and your coaches job is safe. To get to the next level everyone wants winners.

1. Password

Survey to be accessed by BRG Interviewers ONLY.

Please enter password:

Password : Orinda201

2. Pre-Interview Details

Interview Number

11

Date of Interview:

06/08/2016

Start Time (PT)

[Format: h:mm in military time]

11:20

Interviewer Name

Chester Hanvey

Does the Player want the interview to be anonymous?

Yes

Comments?

Phone only, no webex

9. Player Background

1. Which league(s) did you play for?

Ontario Hockey League (OHL)

**2. How many seasons were you on a CHL team?
(Playing at least one league or tournament game counts as a season)**

1

3. Please identify the league(s) played for and the seasons played in each league by selecting the appropriate boxes in the table below:

	OHL	QMJHL	WHL
1990-1991			
1991-1992			
1992-1993			
1993-1994			
1994-1995			
1995-1996			
1996-1997			
1997-1998			
1998-1999			
1999-2000			
2000-2001			
2001-2002			
2002-2003			
2003-2004			
2004-2005			
2005-2006			
2006-2007			
2007-2008			
2008-2009	X		
2009-2010			
2010-2011			
2011-2012			
2012-2013			
2013-2014			
2014-2015			
2015-2016			
2016-2017			

4. What age were you when you signed with your first CHL team?

19

5. How many different CHL teams did you play for?

2

6. Which team(s) did you play for?

[Question Optional for anonymity purposes]

North Bay Battalion (OHL)

Peterborough Petes (OHL)

11. Player Compensation and Expenses

7. Did you receive a weekly or bi-weekly payment from your team while you were a player?

Yes

8. How frequently did you receive a payment?

Weekly

9. How much were the payments you received?

\$52 each week

10. How did you receive these payments?

Check

11. Were any deductions taken out of the payments you received?

Don't know / Don't remember

12. What did you understand the reason the team was providing you these payments to be?

For gas

13. What, if any, term did team employees and coaches use to refer to the weekly or bi-weekly payment you received? In other words, what did they call these payments?

None

What was your compensation in your fifth year playing for a CHL team (i.e., overage year)?

14. Did you receive a weekly or bi-weekly payment for reimbursement for expenses from your team while you were a player?

No

In which season did you begin to receive reimbursements?

Were you required to submit receipts in order to receive the reimbursement for expenses?

What, if any, term did team employees and coaches use to refer to the reimbursements you received? In other words, what did they call the reimbursements?

12. Player Compensation and Expenses (cont.)

15. Did you ever receive a T4 (Canada) or W2 (US) tax document from the league or your team?

No

What did you receive the tax document for (e.g., payments, reimbursements, educational expenses, something else)?

16. Did you or your family supply your own ice hockey equipment, such as: uniforms, skates, pads or sticks?

No

What ice hockey equipment did you supply?

Did the team supply any ice hockey equipment, such as: uniforms, skates, pads or sticks?

What ice hockey equipment did the team supply?

17. Who provided this equipment to you (uniforms, skates, pads or sticks)?

My team

18. How frequently did they provide this equipment for you (uniforms, skates, pads or sticks)?

I received one pair of skates, I received a stick when i broke one - it was as needed

19. During the season, did you supply your own training and conditioning equipment such as treadmill or other cardio machines and/or weights?

No

20. Who provided this equipment for you (training and conditioning equipment) during the season?

The hockey team

21. Did you pay a registration fee, or any other fees, to play in the CHL?

No

22. To what extent did you have to use your own (or family's) money to cover living expenses during the season (e.g., meals, entertainment, gas, cell phone, internet, travel)?

I had to pay my own vehicle payment and car insurance. I got \$50 for gas which wasn't close to covering gas for the week

23. Did you think, or do you expect, that your team would contribute toward your educational expenses to go to college or University after playing in the league?

Yes

24. Why do you think the team agreed to contribute toward your educational expenses?

Because they told me they would - and they did

13. Player Conduct Rules and Regulations

25. Did you sign a Standard Player Agreement (i.e., Contract) before you began playing for a CHL team?

Yes

26. Did anyone negotiate any changes or improvements to the Standard Player Agreement before you signed it?

No

What was changed or improved?

27. Was the agreement you signed the same for each team you played for?

Yes

What was different about the Standard Player Agreements?

28. Were you promised a job at the end of your contract?

No

14. Player Conduct Rules and Regulations (cont.)

29. Did you have a player agent?

No

When did the player agent start to represent you?

Why did you hire the player agent?

Did you pay the player agent?

How does the player agent get paid?

15. Player Conduct Rules and Regulations (cont.)

30. Were there any team or league rules that prohibited you from engaging in any specific activities (e.g., drinking, curfew) in your personal time (during the season)?

Yes

31. What activities were prohibited?

We had curfew

32. Who enforced these rules?

Our assistant coach

33. What were the consequences if a player violated these rules?

I don't know, I don't think anyone was ever caught violating this.

16. Player Conduct Rules and Regulations (cont.)

34. What were your primary responsibilities as a hockey player in the league?

We were required to put the puck in the other team's net

35. What were the most important things you could do to be successful as a hockey player in the league?

Be a pest on the ice, hit hard, fight

36. What activities did you spend the most time performing as a hockey player in the league?

Bus trips, travel to away games

37. Did all players on your team have similar responsibilities?

Yes

17. Player Conduct Rules and Regulations (cont.)

38. If a player's performance did not meet the team's expectations, were their consequences?

Yes

39. What were the consequence (if a player's performance did not meet the team's expectations)?

Either sitting in the stands or being sent home

18. Player Conduct Rules and Regulations (cont.)

40. Were you required by your team to review the blue feather report?

No

41. Were you required to pass a medical examination to play for your team?

Yes

42. Were you required to pass a medical examination before each

season you played?

N/A

43. Were you required by your team to report for training camp in good physical condition?

Yes

44. How did you ensure that you were in good physical condition for training camp?

I worked out

45. Who determined whether you were in good physical condition when you arrived at training camp?

The trainer

46. How was good physical condition defined?

They did fat test on everyone, we also did sprints, bench press, and pull-ups

47. What were the consequences if you were not in good physical condition when you arrived at training camp?

If you didn't arrive in shape, you'd probably be cut

48. Were you required by your team to stay in good physical condition throughout the season?

Yes

49. How did you ensure that you were in good physical condition throughout the season?

When you skate every day you stay in shape

50. What were the consequences for not being in good physical condition throughout the season?

I don't know because everyone was in good physical condition

51. Who decided how much playing time each player received in games?

The head coach

52. What factors determined the amount of playing time each player received?

Skill

19. Player Autonomy

53. Did you have the ability to switch teams after you had been drafted by a team or signed with a team?

No

Who, if anyone, needed to approve switching teams?

54. Were you ever traded to a different team within the CHL?

No

What role, if any, did you have in deciding whether you were traded?

What role, if any, did you have in deciding which team you were traded to?

Were you in high school when you were traded?

55. Did you have a no-trade clause in your Standard Player

Agreement?

No

56. If a new player was signed to the team, would other players ever be traded or cut to make room on the roster for the new player?

Yes

20. Player Autonomy (cont.)

57. Could you play for another hockey team or league while you were still a player for your CHL team?

No

Did your team need to give permission for you to play for another hockey team or league while you were still on a CHL team?

58. Are you aware of any circumstances in which a player could leave their team and play for a team in another league (e.g., Junior A or Junior B) without their CHL team's permission?

You could leave your team and play at a lower level

59. Were you required to play on an NCAA team during your CHL team's off-season?

No

21. Player Autonomy (cont.)

60. Did you live with a billet family while you played hockey in the league?

Yes

61. What role, if any, did you have in deciding which family you lived with?

I didn't decide, I was put with a family

22. Player Autonomy (cont.)

62. Did you ever attend high school as a full-time student while you were a hockey player in the league?

No

How many seasons did you play in the league while you were still a full-time student in high school?

During the season, did you typically attend high school all five days per week?

Why did you not attend high school all five days per week during the season?

23. Player Autonomy (cont.)

63. Were you required to attend any television, radio and/or promotional events for the team and/or league?

No

What kind of events were you required to attend?

What were the consequences if you did not attend these events?

24. Player Time Management and Scheduling

64. Did you receive a written schedule that told you the dates and

times for your practices, work-outs and games?

No

65. Who determined the start times for practices?

Team (e.g., coaches, trainers, GM)

66. Who determined the start times for team work-outs?

Team (e.g., coaches, trainers, GM)

67. Who determined the length of practices?

Team (e.g., coaches, trainers, GM)

68. Who determined the length of team work-outs?

Team (e.g., coaches, trainers, GM)

69. What would have been the consequences for missing practices or team work-outs?

You'd probably be in the stands

70. What would have been the consequences for arriving late to practices or team work-outs?

Nothing really, you'd probably get talked to

71. Were all players on the team required to attend the same practices and team work-outs?

No

72. Why were some players not required to attend?

Players who didn't play much on the Friday night games had a practice on Saturday.

73. Did all players spend roughly the same amount of time practicing?

Yes

25. Player Time Management and Scheduling (cont.)

74. What were players required to do in a typical practice?

Got dressed, went on the ice. We'd warm-up, do some passing drill then work on systems (e.g., power play penalty kill, face offs)

75. Did someone from the team supervise and control player activities during practices? In other words, did someone tell you what to do during practice?

Yes

76. Who supervised and controlled player activities during practice?

The head coach and the assistant coaches

77. What were players required to do in a typical team work-out?

Stretching, biking, a little bit of weights

78. Did someone from your team supervise and control team work-outs? In other words, did someone tell you what to do during team work-outs?

Yes

79. Who supervised and controlled team work-outs?

The athletic trainer

26. Player Time Management and Scheduling (cont.)

80. How many practices did you attend in a typical week during the

season?

4

81. What was the typical length of a practice?

1.5-2 hour at Peterborough and 50 minutes Brampton (North Bay)

82. How many team work-outs did you attend in a typical week during the season?

3-4

83. What was the typical length of a team work-out?

30 minutes

27. Player Time Management and Scheduling (cont.)

84. Were you required to arrive at the arena on game day at a specific time?

Yes

85. Who determined what time you needed to arrive at the arena on game days?

Probably the head coach

86. What were the consequences for arriving late to a game?

You would get a talking to

87. Was the required arrival time on game days the same for all players on your team?

Yes

88. What did you typically do between the time you arrived at the arena and the start of the game?

Stretch, warm up

28. Player Time Management and Scheduling (cont.)

89. Were you required to follow dress code guidelines when you were at team events or games?

Yes

90. What were the dress code guidelines?

Suit, business attire

91. Were you ever required by your coach to play an entire league game without a helmet?

No

29. Player Time Management and Scheduling (cont.)

92. Who determined the travel schedule for away games?

I think it was the assistant coach

93. Who booked your travel arrangements (e.g., bus, hotel) for away games?

I have no idea

94. Did all of the players on the team travel together to away games?

Yes

Did the amount of time you spent with the team (e.g., practices,

training, games) change between your first year and your last year in the CHL?

30. Training and Development

95. Was your time playing in the league an opportunity to apply knowledge you learned in the classroom? In other words, was the information you learned in school useful when you were playing hockey?

No

What knowledge were you able to apply?

96. Who, if anyone, did you consider to be your supervisor?

My coach

97. Was your supervisor a professional with expertise in hockey?

Yes

98. Did your supervisor provide you with regular feedback on your performance?

Yes

99. Did you benefit personally from your experience playing in the league?

Yes

100. In what ways did you personally benefit?

It was the first time I moved away from home. I gained experience personally and as a hockey player

101. Do you think that you and your teammates contributed to the financial success of the organization?

Yes

102. In what ways do you think that you and your teammates contributed to the financial success of the organization?

We went to the finals which allows them to make more money on playoff tickets. I believe that the teams may get money from the league if you go further in the playoffs, but I'm not sure.

31. Training and Development (cont.)

103. Did any team employees ever refer to you as an "intern"?

No

What was this person(s) job title?

104. Did any team employees ever refer to you as a "trainee"?

No

What was this person(s) job title?

105. Did any team employees ever refer to you as a "student athlete"?

No

What was this person(s) job title?

32. Training and Development (cont.)

106. Do you know of any vocational schools that provide training in hockey?

(Vocational schools are traditionally distinguished from four-year colleges by their focus on job-specific training to students who are typically bound for one of the skilled trades, rather than providing academic training for students pursuing careers in a professional discipline)

No

Is the training that you received in the league similar to what you would get in a vocational school?

107. Based on your experience, what was the primary goal of the team?

Developing players' hockey skills

108. Please explain your previous response including how you know this.

I believe that is the case because its a business and it costs money to put a team in the league and you want to win.

1. Password

Survey to be accessed by BRG Interviewers ONLY.

Please enter password:

Password : Orinda201

2. Pre-Interview Details

Interview Number

12

Date of Interview:

06/08/2016

Start Time (PT)

[Format: h:mm in military time]

13:00

Interviewer Name

Chester Hanvey

Does the Player want the interview to be anonymous?

Yes

Comments?

Phone only

9. Player Background

1. Which league(s) did you play for?

Ontario Hockey League (OHL)

Quebec Major Junior Hockey League (QMJHL)

**2. How many seasons were you on a CHL team?
(Playing at least one league or tournament game counts as a season)**

4

3. Please identify the league(s) played for and the seasons played in each league by selecting the appropriate boxes in the table below:

	OHL	QMJHL	WHL
1990-1991			
1991-1992			
1992-1993			
1993-1994			
1994-1995			
1995-1996			
1996-1997			
1997-1998			
1998-1999			
1999-2000			
2000-2001			
2001-2002			
2002-2003			
2003-2004			
2004-2005			
2005-2006			
2006-2007			
2007-2008			
2008-2009			
2009-2010			
2010-2011			
2011-2012		X	
2012-2013	X		
2013-2014	X		
2014-2015	X		
2015-2016			
2016-2017			

4. What age were you when you signed with your first CHL team?

17

5. How many different CHL teams did you play for?

3

6. Which team(s) did you play for?

[Question Optional for anonymity purposes]

11. Player Compensation and Expenses

7. Did you receive a weekly or bi-weekly payment from your team while you were a player?

Yes

8. How frequently did you receive a payment?

Bi-Weekly

9. How much were the payments you received?

It was around \$84-\$87 bi-weekly in the QMJHL and the first year in the OHL, after that it was around \$120-130 bi-weekly.

10. How did you receive these payments?

Direct Deposit

11. Were any deductions taken out of the payments you received?

Yes

12. What did you understand the reason the team was providing you these payments to be?

We were their employee and you worked for them so we got a salary

13. What, if any, term did team employees and coaches use to refer to the weekly or bi-weekly payment you received? In other words, what did they call these payments?

Paychecks

What was your compensation in your fifth year playing for a CHL team (i.e., overage year)?

14. Did you receive a weekly or bi-weekly payment for reimbursement for expenses from your team while you were a player?

Yes

15. In which season did you begin to receive reimbursements?

My overage year (2014-2015).

16. Were you required to submit receipts in order to receive the reimbursement for expenses?

Yes

17. What, if any, term did team employees and coaches use to refer to the reimbursements you received? In other words, what did they call the reimbursements?

They just said to give in your receipts

12. Player Compensation and Expenses (cont.)

18. Did you ever receive a T4 (Canada) or W2 (US) tax document from the league or your team?

No

What did you receive the tax document for (e.g., payments, reimbursements, educational expenses, something else)?

19. Did you or your family supply your own ice hockey equipment, such as: uniforms, skates, pads or sticks?

No

What ice hockey equipment did you supply?

Did the team supply any ice hockey equipment, such as: uniforms, skates, pads or sticks?

What ice hockey equipment did the team supply?

20. Who provided this equipment to you (uniforms, skates, pads or sticks)?

in 2012-2013, i supplied my own skates and sticks. The other years, the team provided the equipment.

21. How frequently did they provide this equipment for you (uniforms, skates, pads or sticks)?

It was as needed. For example, broken sticks were replaced when one was broken.

22. During the season, did you supply your own training and conditioning equipment such as treadmill or other cardio machines and/or weights?

No

23. Who provided this equipment for you (training and conditioning equipment) during the season?

The team provided that

24. Did you pay a registration fee, or any other fees, to play in the CHL?

No

25. To what extent did you have to use your own (or family's) money to cover living expenses during the season (e.g., meals, entertainment, gas, cell phone, internet, travel)?

When I was on Team A, my mom had to move with me in order for me to play there. She did not receive any compensation for that. When I was on Team B, I lived with my dad would receive the billet money which was around \$400 per month. When I was on Team C, I lived with a billet family paid for my own expenses.

26. Did you think, or do you expect, that your team would contribute toward your educational expenses to go to college or University after playing in the league?

Yes

27. Why do you think the team agreed to contribute toward your educational expenses?

I know that they added the school package because the CHL was losing players to the NCAA, so it was an incentive to get players to play in the CHL.

13. Player Conduct Rules and Regulations

28. Did you sign a Standard Player Agreement (i.e., Contract) before you began playing for a CHL team?

Yes

29. Did anyone negotiate any changes or improvements to the Standard Player Agreement before you signed it?

No

What was changed or improved?

30. Was the agreement you signed the same for each team you played for?

No

31. What was different about the Standard Player Agreements?

It was just the pay, which bumped up a little bit each year.

32. Were you promised a job at the end of your contract?

No

14. Player Conduct Rules and Regulations (cont.)

33. Did you have a player agent?

Yes

34. When did the player agent start to represent you?

When I was 16

35. Why did you hire the player agent?

Its something you need to help you find a team, negotiate for you, take care of the business aspect of hockey.

36. Did you pay the player agent?

No

37. How does the player agent get paid?

The first agent was a family friend who agreed to help me out. I did change agents midway through my 18 year old and the new agent charged me \$5000

15. Player Conduct Rules and Regulations (cont.)

38. Were there any team or league rules that prohibited you from engaging in any specific activities (e.g., drinking, curfew) in your personal time (during the season)?

Yes

39. What activities were prohibited?

We had the standard 10pm curfew. When you're underage, strictly no drinking, when you are of age, you can drink responsibly

40. Who enforced these rules?

The coaches. We had to call in each night from a landline to leave a voicemail.

41. What were the consequences if a player violated these rules?

I never violated them but it could vary. It may be a warning or you may get called out in front of the team. I wasn't really with any guys who violated the rules.

16. Player Conduct Rules and Regulations (cont.)

42. What were your primary responsibilities as a hockey player in the league?

You are required to perform your best every night and do what you can to help the team win.

43. What were the most important things you could do to be successful as a hockey player in the league?

Work hard, get in shape, do all the right things during their ice time, stay out of trouble, do extra work to earn your stripes.

44. What activities did you spend the most time performing as a hockey player in the league?

Working out and practicing

45. Did all players on your team have similar responsibilities?

Yes

17. Player Conduct Rules and Regulations (cont.)

46. If a player's performance did not meet the team's expectations, were their consequences?

Yes

47. What were the consequence (if a player's performance did not meet the team's expectations)?

You might get demoted to a lower line, you might be healthy scratched from games, have extra conditioning on the ice (bag skate) or time in the gym, get sent down to a Junior A team for the night, watch extra video.

18. Player Conduct Rules and Regulations (cont.)

48. Were you required by your team to review the blue feather report?

No

49. Were you required to pass a medical examination to play for your team?

Yes

50. Were you required to pass a medical examination before each season you played?

Yes

51. Were you required by your team to report for training camp in good physical condition?

Yes

52. How did you ensure that you were in good physical condition for training camp?

Depending on where you were from, the coaches might keep tabs on you. We had midsummer fitness test at the team facility.

53. Who determined whether you were in good physical condition when you arrived at training camp?

You would run through the fitness testing and the trainer and coaches would review your scores.

54. How was good physical condition defined?

Based on the scores you received on the physical tests.

55. What were the consequences if you were not in good physical condition when you arrived at training camp?

Could make the difference of whether you make the team. If you make the team, you might have extra time in the gym or the coaches would be on you more.

56. Were you required by your team to stay in good physical condition throughout the season?

Yes

57. How did you ensure that you were in good physical condition throughout the season?

We had team work-outs

58. What were the consequences for not being in good physical condition throughout the season?

Getting demoted to worse lines, healthy scratch, send down to Junior A, more time in the gym

59. Who decided how much playing time each player received in games?

The coaches/GM/owners

60. What factors determined the amount of playing time each player received?

It could be on-ice performance, it could be politics

19. Player Autonomy

61. Did you have the ability to switch teams after you had been drafted by a team or signed with a team?

No

Who, if anyone, needed to approve switching teams?

62. Were you ever traded to a different team within the CHL?

Yes

63. What role, if any, did you have in deciding whether you were traded?

I had no role

64. What role, if any, did you have in deciding which team you were traded to?

No role

65. Were you in high school when you were traded?

No

66. Did you have a no-trade clause in your Standard Player Agreement?

No

67. If a new player was signed to the team, would other players ever be traded or cut to make room on the roster for the new player?

Yes

20. Player Autonomy (cont.)

68. Could you play for another hockey team or league while you were still a player for your CHL team?

No

Did your team need to give permission for you to play for another hockey team or league while you were still on a CHL team?

69. Are you aware of any circumstances in which a player could leave their team and play for a team in another league (e.g., Junior A or Junior B) without their CHL team's permission?

No

70. Were you required to play on an NCAA team during your CHL team's off-season?

No

21. Player Autonomy (cont.)

71. Did you live with a billet family while you played hockey in the league?

Yes

72. What role, if any, did you have in deciding which family you lived with?

None

22. Player Autonomy (cont.)

73. Did you ever attend high school as a full-time student while you were a hockey player in the league?

Yes

74. How many seasons did you play in the league while you were still a full-time student in high school?

1

75. During the season, did you typically attend high school all five days per week?

Yes

Why did you not attend high school all five days per week during the season?

23. Player Autonomy (cont.)

76. Were you required to attend any television, radio and/or promotional events for the team and/or league?

Yes

77. What kind of events were you required to attend ?

Autograph signings to market the team, try to get fans

78. What were the consequences if you did not attend these events?

Everyone did, but I'm sure the coaches would be upset about it. You'd probably get talked to at first, then it would probably be missing playing time. This is if you are missing at your own will, not sick.

24. Player Time Management and Scheduling

79. Did you receive a written schedule that told you the dates and times for your practices, work-outs and games?

No

80. Who determined the start times for practices?

Team (e.g., coaches, trainers, GM)

81. Who determined the start times for team work-outs?

Team (e.g., coaches, trainers, GM)

82. Who determined the length of practices?

Team (e.g., coaches, trainers, GM)

83. Who determined the length of team work-outs?

Team (e.g., coaches, trainers, GM)

84. What would have been the consequences for missing practices or team work-outs?

If you were not sick, it could be staying for overtime to get your workout, you could be demoted, healthy scratched, or have extra meetings.

85. What would have been the consequences for arriving late to practices or team work-outs?

If you were not sick, it could be staying for overtime to get your workout, you could be demoted, healthy scratched, or have extra meetings.

86. Were all players on the team required to attend the same

practices and team work-outs?

No

87. Why were some players not required to attend?

If you were in high school, you would work out after practice, if you were non in high school, you would work out in the mornings.

88. Did all players spend roughly the same amount of time practicing?

Yes

25. Player Time Management and Scheduling (cont.)

89. What were players required to do in a typical practice?

Its a lot of skating, battling hard, learning and practicing systems, working hard, listening, paying attention to detail.

90. Did someone from the team supervise and control player activities during practices? In other words, did someone tell you what to do during practice?

Yes

91. Who supervised and controlled player activities during practice?

The coaches and staff

92. What were players required to do in a typical team work-out?

Work hard, listen to what the trainer was saying, there was zero tolerance for slacking, just do whatever the coaches and trainers say

93. Did someone from your team supervise and control team work-outs? In other words, did someone tell you what to do during team work-outs?

Yes

94. Who supervised and controlled team work-outs?

Athletic therapist/trainer

26. Player Time Management and Scheduling (cont.)

95. How many practices did you attend in a typical week during the season?

If we had 2 games, it would be 5 practices. If we have 3 games, it would be four practices. Two of the three teams I played for also had morning skates on game days.

96. What was the typical length of a practice?

I regular practices would be between 1.5 and 2 hours. The morning skates on game days were around 30 minutes.

97. How many team work-outs did you attend in a typical week during the season?

About 4

98. What was the typical length of a team work-out?

Between 50 minutes and 1.5 hours

27. Player Time Management and Scheduling (cont.)

99. Were you required to arrive at the arena on game day at a specific time?

Yes

100. Who determined what time you needed to arrive at the arena on game days?

The team staff

101. What were the consequences for arriving late to a game?

It varied by player. probably nothing for a superstar. For everyone else, you might get a bag skate or get fined. It happens frequently, you might be scratched before the game

102. Was the required arrival time on game days the same for all players on your team?

Yes

103. What did you typically do between the time you arrived at the arena and the start of the game?

Get into workout gear, tape your stick, team stretch, team meeting with video, team warm-up, prepare equipment, pre-game skate, another team meeting then game time.

28. Player Time Management and Scheduling (cont.)

104. Were you required to follow dress code guidelines when you were at team events or games?

Yes

105. What were the dress code guidelines?

Suit and Tie

106. Were you ever required by your coach to play an entire league game without a helmet?

No

29. Player Time Management and Scheduling (cont.)

107. Who determined the travel schedule for away games?

The coaching staff

108. Who booked your travel arrangements (e.g., bus, hotel) for away games?

It was usually the equipment manager or the coaches.

109. Did all of the players on the team travel together to away games?

Yes

110. Did the amount of time you spent with the team (e.g., practices, training, games) change between your first year and your last year in the CHL?

Yes. With Team A, the road trips were longer. With Teams A and B, the road trips were different - we might stay more or fewer nights in the hotel based on the coaches preference.

30. Training and Development

111. Was your time playing in the league an opportunity to apply knowledge you learned in the classroom? In other words, was the information you learned in school useful when you were playing hockey?

No

What knowledge were you able to apply?

112. Who, if anyone, did you consider to be your supervisor?

The entire coaching staff, GM, equipment manager, etc collectively supervised us

113. Was your supervisor a professional with expertise in hockey?

Yes

114. Did your supervisor provide you with regular feedback on your performance?

Yes

115. Did you benefit personally from your experience playing in the league?

Yes

116. In what ways did you personally benefit?

As a hockey player, for sure. If the ice, not really.

117. Do you think that you and your teammates contributed to the financial success of the organization?

Yes

118. In what ways do you think that you and your teammates contributed to the financial success of the organization?

if you have a team that wins, you will attract more fans. Promotional events like autograph signings help bring in fans and sell more tickets.

31. Training and Development (cont.)

119. Did any team employees ever refer to you as an “intern”?

No

What was this person(s) job title?

120. Did any team employees ever refer to you as a “trainee”?

No

What was this person(s) job title?

121. Did any team employees ever refer to you as a “student athlete”?

Yes

122. What was this person(s) job title?

The teachers in school and the team staff

32. Training and Development (cont.)

123. Do you know of any vocational schools that provide training in hockey?

(Vocational schools are traditionally distinguished from four-year colleges by their focus on job-specific training to students who are typically bound for one of the skilled trades, rather than providing academic training for students pursuing careers in a professional discipline)

No

Is the training that you received in the league similar to what you would get in a vocational school?

124. Based on your experience, what was the primary goal of the team?

Winning games

125. Please explain your previous response including how you know this.

When you're a young guy in the league who is making mistakes, you might get subbed out for an older guy who gives the team a better chance of winning even though it might stunt the younger player's growth. The opposite could also be true, whoever gave the team the best chance of winning was who played.

Canadian Hockey League Player Experience Interview

Response ID:16 Data

1. Password

Survey to be accessed by BRG Interviewers ONLY.

Please enter password:

Password : Orinda201

2. Pre-Interview Details

Interview Number

13

Date of Interview:

06/10/2016

Start Time (PT)

[Format: h:mm in military time]

14:00

Interviewer Name

Chester Harvey

Does the Player want the interview to be anonymous?

Yes

Comments?

9. Player Background

1. Which league(s) did you play for?

Western Hockey League (WHL)

**2. How many seasons were you on a CHL team?
(Playing at least one league or tournament game counts as a season)**

3

3. Please identify the league(s) played for and the seasons played in each league by selecting the appropriate boxes in the table below:

	OHL	QMJHL	WHL
1990-1991			
1991-1992			
1992-1993			
1993-1994			
1994-1995			
1995-1996			
1996-1997			
1997-1998			
1998-1999			
1999-2000			
2000-2001			
2001-2002			
2002-2003			
2003-2004			
2004-2005			
2005-2006			
2006-2007			
2007-2008			
2008-2009			
2009-2010			
2010-2011			
2011-2012			
2012-2013			X
2013-2014			X
2014-2015			X
2015-2016			
2016-2017			

4. What age were you when you signed with your first CHL team?

15

5. How many different CHL teams did you play for?

2

**6. Which team(s) did you play for?
[Question Optional for anonymity purposes]**

Prince Albert Raiders (WHL)
Prince George Cougars (WHL)

11. Player Compensation and Expenses

7. Did you receive a weekly or bi-weekly payment from your team while you were a player?

Yes

8. How frequently did you receive a payment?

Bi-Weekly

9. How much were the payments you received?

At age 17: \$88 biweekly, Age 18-19: \$125 bi-weekly

10. How did you receive these payments?

Other (Specify): First year was check, last two two years were direct deposit

11. Were any deductions taken out of the payments you received?

Yes

12. What did you understand the reason the team was providing you these payments to be?

It was supposed to cover basic expenses

13. What, if any, term did team employees and coaches use to refer to the weekly or bi-weekly payment you received? In other words, what did they call these payments?

Your payment or your money

What was your compensation in your fifth year playing for a CHL team (i.e., overage year)?

14. Did you receive a weekly or bi-weekly payment for reimbursement for expenses from your team while you were a player?

Yes

15. In which season did you begin to receive reimbursements?

It was in 2013-2014

16. Were you required to submit receipts in order to receive the reimbursement for expenses?

No

17. What, if any, term did team employees and coaches use to refer to the reimbursements you received? In other words, what did they call the reimbursements?

Expenses

12. Player Compensation and Expenses (cont.)

18. Did you ever receive a T4 (Canada) or W2 (US) tax document from the league or your team?

Yes

19. What did you receive the tax document for (e.g., payments, reimbursements, educational expenses, something else)?

I believe it was for the payment - I got it one year

20. Did you or your family supply your own ice hockey equipment, such as: uniforms, skates, pads or sticks?

No

What ice hockey equipment did you supply?

Did the team supply any ice hockey equipment, such as: uniforms, skates, pads or sticks?

What ice hockey equipment did the team supply?

21. Who provided this equipment to you (uniforms, skates, pads or sticks)?

The team

22. How frequently did they provide this equipment for you (uniforms, skates, pads or sticks)?

Skates were once a year, sticks were throughout the year

23. During the season, did you supply your own training and conditioning equipment such as treadmill or other cardio machines and/or weights?

No

24. Who provided this equipment for you (training and conditioning equipment) during the season?

The team

25. Did you pay a registration fee, or any other fees, to play in the CHL?

No

26. To what extent did you have to use your own (or family's) money to cover living expenses during the season (e.g., meals, entertainment, gas, cell phone, internet, travel)?

Quite a bit. I lived at home. The bi-weekly check basically covered gas. Everything else such as meals entertainment was paid for by my parent.

27. Did you think, or do you expect, that your team would contribute toward your educational expenses to go to college or University after playing in the league?

Yes

28. Why do you think the team agreed to contribute toward your educational expenses?

To get more people to play in the league. Its something that they offer rather than payment.

13. Player Conduct Rules and Regulations

29. Did you sign a Standard Player Agreement (i.e., Contract) before you began playing for a CHL team?

Yes

30. Did anyone negotiate any changes or improvements to the Standard Player Agreement before you signed it?

No

What was changed or improved?

31. Was the agreement you signed the same for each team you played for?

Yes

What was different about the Standard Player Agreements?

32. Were you promised a job at the end of your contract?

No

14. Player Conduct Rules and Regulations (cont.)

33. Did you have a player agent?

Yes

34. When did the player agent start to represent you?

In 2013

35. Why did you hire the player agent?

To help improve improve physical conditioning over the summer and someone to lean on for advice

36. Did you pay the player agent?

No

37. How does the player agent get paid?

If you go pro, they take a percentage.

15. Player Conduct Rules and Regulations (cont.)

38. Were there any team or league rules that prohibited you from engaging in any specific activities (e.g., drinking, curfew) in your personal time (during the season)?

Yes

39. What activities were prohibited?

Drinking, on days with curfew, we had to be in by the curfew, no partying or going to bars.

40. Who enforced these rules?

The coaches

41. What were the consequences if a player violated these rules?

The could get scratched or get into trouble such as getting bag skated at practice.

16. Player Conduct Rules and Regulations (cont.)

42. What were your primary responsibilities as a hockey player in the league?

Show up every day and work and play hard. Be a good role model for people in the community.

43. What were the most important things you could do to be successful as a hockey player in the league?

Prevent the other team from scoring, helping the team win.

44. What activities did you spend the most time performing as a hockey player in the league?

Practicing and traveling for road games

45. Did all players on your team have similar responsibilities?

For the most part, some people didn't have to participate in some practices because the coaches felt they were more important players. The same was true for off-ice exercises.

17. Player Conduct Rules and Regulations (cont.)

46. If a player's performance did not meet the team's expectations, were their consequences?

Yes

47. What were the consequence (if a player's performance did not meet the team's expectations)?

The payer wouldn't play the next game or they would get benched during the game.

18. Player Conduct Rules and Regulations (cont.)

48. Were you required by your team to review the blue feather report?

No

49. Were you required to pass a medical examination to play for your team?

Yes

50. Were you required to pass a medical examination before each season you played?

Yes

51. Were you required by your team to report for training camp in good physical condition?

Yes

52. How did you ensure that you were in good physical condition for training camp?

I would have a personal trainer during the summer.

53. Who determined whether you were in good physical condition when you arrived at training camp?

The coaches and trainer

54. How was good physical condition defined?

They would do fitness tests and we would be compared to everyone else.

55. What were the consequences if you were not in good physical condition when you arrived at training camp?

They would force you to do more exercise during training camp.

56. Were you required by your team to stay in good physical condition throughout the season?

Yes

57. How did you ensure that you were in good physical condition throughout the season?

The team work-out and on ice conditioning during practice

58. What were the consequences for not being in good physical condition throughout the season?

They would force you to do more exercise

59. Who decided how much playing time each player received in games?

The coach

60. What factors determined the amount of playing time each player received?

How well the player had practiced or played in previous games

19. Player Autonomy

61. Did you have the ability to switch teams after you had been drafted by a team or signed with a team?

No

Who, if anyone, needed to approve switching teams?

62. Were you ever traded to a different team within the CHL?

Yes

63. What role, if any, did you have in deciding whether you were traded?

I asked for a trade and the team agreed to trade me

64. What role, if any, did you have in deciding which team you were traded to?

No role

65. Were you in high school when you were traded?

No

66. Did you have a no-trade clause in your Standard Player Agreement?

Yes

67. If a new player was signed to the team, would other players ever be traded or cut to make room on the roster for the new player?

Yes

20. Player Autonomy (cont.)

68. Could you play for another hockey team or league while you were still a player for your CHL team?

No

Did your team need to give permission for you to play for another hockey team or league while you were still on a CHL team?

69. Are you aware of any circumstances in which a player could leave their team and play for a team in another league (e.g., Junior A or Junior B) without their CHL team's permission?

Yes, the player asked for a trade and didn't receive it so he left the team and played in Junior A.

70. Were you required to play on an NCAA team during your CHL team's off-season?

No

21. Player Autonomy (cont.)

71. Did you live with a billet family while you played hockey in the league?

Yes

72. What role, if any, did you have in deciding which family you lived with?

No role

22. Player Autonomy (cont.)

73. Did you ever attend high school as a full-time student while you were a hockey player in the league?

Yes

74. How many seasons did you play in the league while you were still a full-time student in high school?

1

75. During the season, did you typically attend high school all five days per week?

No

76. Why did you not attend high school all five days per week during the season?

There would be road trips

23. Player Autonomy (cont.)

77. Were you required to attend any television, radio and/or promotional events for the team and/or league?

Yes

78. What kind of events were you required to attend ?

Radio promotional interviews, TV interviews

79. What were the consequences if you did not attend these events?

Not sure because I always did but you would probably get in trouble somehow. I never saw anybody not attend.

24. Player Time Management and Scheduling

80. Did you receive a written schedule that told you the dates and times for your practices, work-outs and games?

No

81. Who determined the start times for practices?

Team (e.g., coaches, trainers, GM)

82. Who determined the start times for team work-outs?

Team (e.g., coaches, trainers, GM)

83. Who determined the length of practices?

Team (e.g., coaches, trainers, GM)

84. Who determined the length of team work-outs?

Team (e.g., coaches, trainers, GM)

85. What would have been the consequences for missing practices or team work-outs?

Get scratched for a game

86. What would have been the consequences for arriving late to practices or team work-outs?

Probably a team fine

87. Were all players on the team required to attend the same practices and team work-outs?

No

88. Why were some players not required to attend?

If they had injuries or were tired were allowed to skip practices. Also, sometimes work-out conflicted with school or community events

89. Did all players spend roughly the same amount of time practicing?

Ya, roughly

25. Player Time Management and Scheduling (cont.)

90. What were players required to do in a typical practice?

Various drills that the coaches would do - the whole team would do the same drills

91. Did someone from the team supervise and control player activities during practices? In other words, did someone tell you what to do during practice?

Yes

92. Who supervised and controlled player activities during practice?

Head Coach

93. What were players required to do in a typical team work-out?

Whatever the trainer has drawn up such as weight lifting

94. Did someone from your team supervise and control team work-outs? In other words, did someone tell you what to do during team work-outs?

Yes

95. Who supervised and controlled team work-outs?

Either the hired trainer or the Team Trainer

26. Player Time Management and Scheduling (cont.)

96. How many practices did you attend in a typical week during the season?

5

97. What was the typical length of a practice?

1 hour, 15 minutes

98. How many team work-outs did you attend in a typical week during the season?

2

99. What was the typical length of a team work-out?

1 hour

27. Player Time Management and Scheduling (cont.)

100. Were you required to arrive at the arena on game day at a specific time?

Yes

101. Who determined what time you needed to arrive at the arena on game days?

The coach

102. What were the consequences for arriving late to a game?

You could get scratched or fined

103. Was the required arrival time on game days the same for all players on your team?

Yes

104. What did you typically do between the time you arrived at the arena and the start of the game?

Prepare equipment, stretch, do exercises, team meetings

28. Player Time Management and Scheduling (cont.)

105. Were you required to follow dress code guidelines when you were at team events or games?

Yes

106. What were the dress code guidelines?

Suit and tie

107. Were you ever required by your coach to play an entire league game without a helmet?

No

29. Player Time Management and Scheduling (cont.)

108. Who determined the travel schedule for away games?

The coaches

109. Who booked your travel arrangements (e.g., bus, hotel) for away games?

In Prince George, it was the coach. In Prince Albert, it was another team employee who did that/

110. Did all of the players on the team travel together to away games?

Yes

111. Did the amount of time you spent with the team (e.g., practices, training, games) change between your first year and your last year in the CHL?

No

30. Training and Development

112. Was your time playing in the league an opportunity to apply knowledge you learned in the classroom? In other words, was the information you learned in school useful when you were playing hockey?

No

What knowledge were you able to apply?

113. Who, if anyone, did you consider to be your supervisor?

The coach

114. Was your supervisor a professional with expertise in hockey?

Yes

115. Did your supervisor provide you with regular feedback on your performance?

Yes

116. Did you benefit personally from your experience playing in the league?

Yes

117. In what ways did you personally benefit?

I learned how to live away from home. I also got my schooling paid for.

118. Do you think that you and your teammates contributed to the financial success of the organization?

Yes

119. In what ways do you think that you and your teammates contributed to the financial success of the organization?

We helped sell tickets and memorabilia like game worn jerseys.

31. Training and Development (cont.)

120. Did any team employees ever refer to you as an "intern"?

No

What was this person(s) job title?

121. Did any team employees ever refer to you as a "trainee"?

No

What was this person(s) job title?

122. Did any team employees ever refer to you as a "student athlete"?

No

What was this person(s) job title?

32. Training and Development (cont.)

123. Do you know of any vocational schools that provide training in hockey?

(Vocational schools are traditionally distinguished from four-year colleges by their focus on job-specific training to students who are typically bound for one of the skilled trades, rather than providing academic training for students pursuing careers in a professional discipline)

Yes

124. Is the training that you received in the league similar to what you would get in a vocational school?

Yes

125. Based on your experience, what was the primary goal of the team?

Winning games

126. Please explain your previous response including how you know this.

They would try to play the best players all the time. They would sacrifice young player's development by scratching them when they were supposed to be given opportunities. Some of the younger players couldn't meet their contractual obligation to play half of the teams' games because the coaches wanted to win. During practice, they would not focus on developing skills, just on how to win. For example, the coaches were not patient with players who made mistakes. Meetings were all centered around how to win.