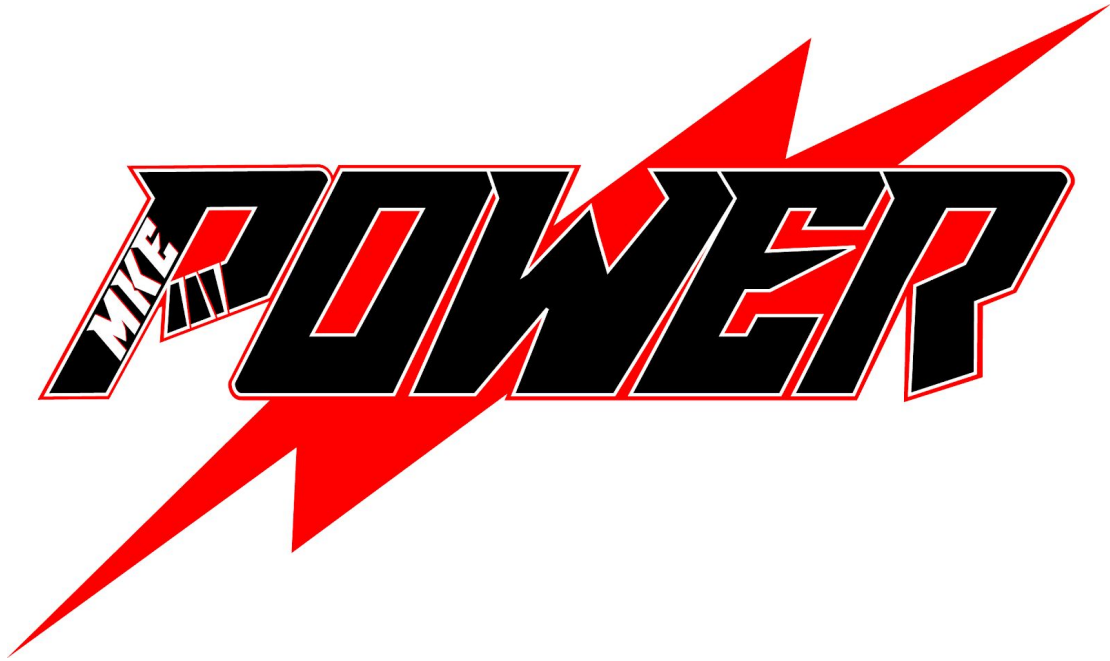


BILLET PROGRAM STANDARDS



The Milwaukee Power Organization is built upon the **“Four Pillars of Strength”**.

- ***All In***
- ***Structure***
- ***Discipline***
- ***Accountability***

These four principles are embedded into every aspect of our organization, including the Billet Program, and help define the expectations of players, billet families and housing personnel. The following guidebook is intended to let players and billeting families know what is expected of them and what you can expect from the experience.

ALL IN ~ STRUCTURE ~ DISCIPLINE ~ ACCOUNTABILITY

ALL IN

Billeting is a hockey tradition and is especially important in elite level hockey. This can be a very rewarding experience and can result in strong bonds made between the player, his parents and the billet family. These relationships often extend well into the future after the player has moved on to the next level. A positive billeting experience however isn't a guarantee and takes work on both sides of the relationship.

- **Player** - Players are expected to embrace the challenges of moving into a new household and become actively involved with the family that has so generously welcomed them into their home. To the extent possible, players should participate in family meals, spend time with billet siblings, offer to help out around the house and otherwise participate in the same manner that any other family member would be expected to participate. Go out of your way to be appreciative and be of assistance by always doing your share of work around the home and contributing to the family without being asked. Recognize that each billet family has made a personal sacrifice for your benefit.
- **Billet** - Likewise, Billet families are expected to provide a safe and supportive home environment for your player(s). One of the most difficult things for the elite level hockey player is moving away from home. Much is expected of these players both on and off the ice and the added demands of living away from home and their families often creates added stress for them. Take time to get to know your player(s). Stock the fridge and pantry with some of their favorite foods. Something as simple as familiar food can help them feel more at home. Provide the same kind of care and support that you would want for your own child.
- **Staff** - In order to best facilitate a positive billeting experience, Power personnel will take time to learn about each player and billet family and will work diligently to make the best matches possible. Understand that not all matches are successful and in certain rare circumstances it may become necessary to move a player from one billet home to another. We will always work to reconcile any differences but in the end, we want everyone involved to be comfortable in their living arrangements. Decisions to move a player from a billet home should never be taken personally. We are available anytime to answer questions or discuss any issues in the billet homes.

STRUCTURE

Player - Power players are expected to adhere to the provided training schedule. This will include 1-2 hours of on ice practice and 1-2 hours of off ice training most days in addition to scheduled games. Arrive early and be ready to begin well in advance of the scheduled start time. Just as occasional changes to the schedule will be communicated to you, please provide your billet family with the same courtesy and notify them of any significant changes to your schedule. Players not enrolled in school are encourage to find part time employment or participate in community service projects.

You are expected to be a regular part of your billet family. If meals are prepared at home, you are expected to eat with the family and help with meal preparation if asked. Notify your billet family in advance if you will not be in attendance at any family meal and request to be excused.

The team rules will include curfews that may vary somewhat for weeknights, weekends, nights before games, and game nights. The coach will set the team curfews and the billets will be notified about these times. Be aware that billet families reserve the right to implement a more restrictive curfew to which you are expected to adhere to.

It is anticipated that you will make friends and maintain those friends independent from members of the Billet Family. Based on house rules and the determination of the Billet Family, friends may come to the Billet Family home. In general, sleepovers are not allowed however exceptions can be made in rare circumstances. In this case, prior permission from the Billet Family and Coaching Staff is required. Keep in mind that team curfews are not only the time a player has to be home but is also the time that all other visitors must leave the house. Female visitors are never allowed in player's rooms.

Billet - When a player arrives in your home, it is important that he knows your house rules. Clearly define your expectations and ask the player his expectations of you and your home. It is important that both you and the player sit down to review and discuss the team standards as well as any household rules you expect them to abide by. Setting a visitor policy (how many, when, how often, food, etc..) is often helpful. It may seem silly, but being clear about all the small things can help make everyone feel more comfortable. Small annoyances can grow and we want to help you avoid feeling "put-out" by adding a new person or two to your household. Early, open and honest communication can make the billet experience very rewarding.

Prior to a player moving into your home, think of the duties and chores you expect the player to perform as a member of your household. If your family shares chores, it is fair to expect the player to participate as well. Right from the

ALL IN ~ STRUCTURE ~ DISCIPLINE ~ ACCOUNTABILITY

first day, tell the player what you expect of him regarding cleanliness of each of the rooms in your house including the bathroom. If you expect him to put all his dishes and glasses in the dishwasher, let him know. If you want him to wipe the kitchen counters after making a sandwich, tell him. Do you want him to vacuum his room once a week? Let him know what you expect as you are showing him around your home.

While regular family meals are not a requirement for the billet program, they are strongly encouraged to the extent possible. This time is often the best opportunity to bond and build relationships with your player(s). Just as players are expected to notify you if they will not be at a family meal, if you are unable to cook dinner on a regularly scheduled night, please let the player know ahead of time.

When billet parents plan to be out of town for one night, a weekend, or longer, they are to notify the billet coordinator.

Staff - The Power organization has developed a training schedule that is consistent and more or less the same from week to week. This design helps with a player's ability to attend classes or obtain part time employment. There will be additional team building activities scheduled well enough in advance so players may adjust their schedules as needed. We also believe in the importance of giving back to the community that supports our program. Occasional community service projects will be organized and Power players are expected to participate.

During away games, players will be provided a schedule for the weekend. Players are expected to notify billets of departure times as well as approximate return times.

DISCIPLINE

Player - Players are expected to be disciplined in their training and pursuit of their hockey goals. At home this means fueling your body with healthy and nutritious meals and abstaining from substances which will impede progress towards your athletic goals. Drinking of alcohol by underage players is not condoned by the team and is illegal. Drugs should not be brought into billet homes at any time or under any circumstances. Using tobacco products including cigarettes, electronic cigarettes, chewing tobacco and “vaporizers” is strongly discouraged and prohibited for players under the age of 18.

Additionally, players should strive for a minimum of 8 hours of sleep each day. Due to the rigorous training schedule, it is imperative that you provide your body ample time to rest and recharge. Team imposed curfews help to support this goal among others. Building a set schedule / routine for sleep is strongly encourage.

Billet - Proper nutrition is critical for high performance athletes. Whatever your player’s nutritional goals are, be prepared to help support those needs. Ensure your player(s) receive a balanced diet and have access to nutritious foods including fresh fruits and vegetables, carbohydrates and foods high in protein. Your player’s training regimen requires an enormous amount of energy. The University of Missouri estimates that male athletes generally need more than 22.7 calories per pound of body weight each day, or more than 3,800 calories per day for a 170-pound man. According to North Carolina State University, athletes trying to build muscle mass need 24 to 27 calories per pound of body weight. Food is the most common reason issues in billet homes arise. For this reason, it is imperative that billet families take time to learn what foods your player(s) like and don’t like and check back on the topic often. It is often helpful to take your player along to the grocery store, especially in the first few days.

A number of players may still be in high school. This hockey organization expects the players to make education an important priority. We are a developmental hockey program that is aimed at moving many of these young athletes on to play at the college level.

Staff - It is important for elite athletes to understand that personal habits on and off the ice will significantly impact their success. Power staff will educate and provide ongoing support to both players and billets in order to help them understand what personal habits will support player athletic goals and which habits will impede their progress.

ACCOUNTABILITY

Player - You are accountable to make the most of your time with the Power organization. Your actions and commitment to the other three pillars will determine your level of success. Identify what you hope to accomplish during your time with the Milwaukee Power organization and ensure everything you do supports this goal.

The Billet Program Standards as contained within the Four Pillars of Strength define what is expected of you as it relates to life in your billet home. These expectations are designed to support your athletic goals and provide you with a positive billeting experience. Understand you will be held accountable by your billet family, teammates and coaching staff. Failure to meet any of these expectations will result in consequences.

Billet - Billets must be willing to communicate open and honestly with their players if you ever feel expectations are not being met. This is the first level of intervention and an important first step. Many problems can be solved with a simple conversation. For more serious or ongoing issues, billets must be will to bring these items to the billet coordinator and coach. This is essential. As much as you may grow to like the player that comes to live in your home, he is a young man committed to a rigorous athletic program. "Protecting" him from the team rules is not the way to help him meet future goals and is detrimental to the team as a whole. This can be one of the hardest aspects of billeting.

Staff - Conduct which is not in line with the Four Pillars of Strength and Power Standards will be addressed by coaching staff and housing personnel. Each issue that arises will be considered on a case by case basis and dealt a consequence commensurate to the offense and related factors. While removing a player from the Power team is a potential consequence for the most egregious of offenses, it is not a decision that will be taken lightly. The Power organization recognizes that our athletes are young men still in need of guidance and direction. As such, we understand that they will most certainly make mistakes and we hope to be there to redirect them when they do. It is our goal to build not just great hockey players but great citizens as well. Sending a player home and taking away hockey, the most important thing in their lives, is counter productive to this goal.
