

(iv) If a road trip is 3 days or less, the total trip per diem shall be paid in a lump sum at the time of departure. If longer than 3 days, per diem shall be paid in two (2) equal payments.

(v) A Team may arrange for prepared meals for all or part of the per diem if it chooses. Airline meals shall not cause a reduction in the per diem allowance. Per diem money lost by a Player will not be replaced.

(vi) Rates

2004: \$41.00 (\$8 for breakfast; \$10 for lunch; \$23 for dinner)

2005: \$43.00 (\$8 for breakfast; \$10 for lunch; \$25 for dinner)

2006: \$44.00 (\$8 for breakfast; \$11 for lunch; \$25 for dinner)

2007: \$45.00 (\$8 for breakfast; \$11 for lunch; \$26 for dinner)

2008: \$47.00 (\$8 for breakfast; \$11 for lunch; \$28 for dinner)

2009: \$50.00 (\$8 for breakfast; \$12 for lunch; \$30 for dinner)

Section 10.10 Reimbursement of Expenses: Subject to submission of expense reports (within sixty (60) days of when such expenses are incurred), MLS shall reimburse the Player within thirty (30) days for all reasonable and necessary out-of-pocket expenses that the Player incurs in connection with any appearances (including appearances at camps or clinics), skills demonstrations or duties as a spokesman which are requested by MLS or the Team. Mileage reimbursement for transportation that is not provided by MLS or an MLS Team shall be at the current Internal Revenue Service rate.

Section 10.11 Travel Expenses: The League and/or the Player's Team shall provide the means of travel to and from the Team's practice facility or other central site chosen by MLS or the Team and the airport, or if traveling by means other than air, to the applicable station (choice of bus, van or other means of travel shall be at MLS's discretion, and may vary from team to team), or will reimburse the Player for reasonable parking expenses at such airport. Each Team shall provide or arrange for appropriate automobile parking spaces for Players at its home stadium and practice facility on game and practice days, without cost to the Players.

Section 10.12 Relocation Expenses:

(i) Players shall be reimbursed for reasonable expenses necessarily incurred in relocating to the Player's new Team city, according to the following terms:

(a) When a newly-signed Player (except for a Developmental or Non-Guaranteed Call-Up Player) is assigned to his initial Team, he shall be reimbursed for up to Three Thousand Five Hundred Dollars (\$3,500.00) in relocation expenses. In addition, such Players (except for a Developmental or Non-Guaranteed Call-Up Player) shall be entitled to

housing expenses and per diem (in accordance with Section 10.9 herein) for up to fourteen (14) days in the Player's new Team city;

- (b) When a Player is transferred from one MLS Team to another during the Term of the Player's employment, he shall be reimbursed for up to Five Thousand Dollars (\$5,000.00) in relocation expenses. In addition, such Players shall be entitled to housing expenses and per diem (in accordance with Section 10.9 herein) for up to fourteen (14) days in the Player's new Team city;
- (c) Reimbursements for relocation expenses are subject to the requirement that the Player provide advance written notice to the Team or MLS of such expenses and that the Player receive advance written authorization for such expenses. Such authorization may be withheld only if the Team or MLS provides a reputable moving company to accomplish the Player's move.
- (d) MLS shall also provide coach air fare for the Player and his immediate family, or if the Player and/or his immediate family reasonably choose to travel by automobile, at the I.R.S. rate, between the Player's home and the metropolitan area in which his new Team is located (except for newly-signed Developmental and Non-Guaranteed Call-Up Players).

(ii) (a) *Termination Prior To April 15:* Any Player (other than a Developmental Player or Non-Guaranteed Call-Up Player) whose SPA is terminated prior to April 15 of the relevant year shall be provided with a one-way coach airline ticket from his Team's metropolitan area to his home town, or if the Player chooses to travel by automobile, at the I.R.S. rate for such travel. Where a Player was provided with a round-trip ticket at the time of his initial assignment to a team, the return-leg of that ticket satisfies the requirement to provide a Player with travel back to his hometown.

(b) *Termination After April 15:* Any Player whose SPA is terminated after April 15 of the relevant year (except for Developmental and Non-Guaranteed Call-Up Players) shall be provided with one-way coach airline tickets for himself and his Immediate Family to his home town, or if the player and/or his Immediate Family choose to travel by automobile, at the I.R.S. rate for such travel. Where a Player and/or his Immediate Family was provided with a round-trip ticket at the time of his initial assignment to a team, the return-leg of that ticket satisfies the requirement to provide a Player and/or his Immediate Family with travel back to his hometown. Any player whose SPA is terminated after April 15 of the relevant year shall also be entitled to have up to five thousand dollars (\$5,000.00) reimbursed to the Player for reasonable expenses necessarily incurred by the Player in moving from the Player's Team's metropolitan area to his home town. Such reimbursement is subject to the requirement that the Player provides advance written notice to the Team or MLS of such expenses, and that the Player receives advance written authorization for such expenses. Such authorization may be withheld only if the Team or MLS provides a reputable moving company to accomplish the Player's move.

(iii) No relocation expenses shall be payable where the assignee Team's or terminating Team's primary practice facility is within sixty (60) miles of the Player's home. However, a reassigned or terminated Player shall be entitled to relocation expenses to move to his home town from his Team's city, even where the Player maintains a residence in the Team's city.

(iv) Players whose SPAs expire (including where MLS declines to exercise an SPA option to extend) are not entitled to relocation expenses, except that the Player may use the return-trip portion of the round-trip ticket provided to him upon assignment to his initial Team or, if a round-trip ticket was not provided, shall be entitled to coach airline travel to his home city. Where a Player was provided with a round-trip ticket at the time of his initial assignment to a team, the return-leg of that ticket satisfies the requirement to provide a Player with travel back to his home city.

(v) A Player shall be eligible for reimbursement of relocation expenses under this Article if he submits all receipts (for expenses pre-approved in writing) to the League or the Team within sixty (60) days of the expenditure, and MLS or the Team shall reimburse the Player for such expenses within thirty (30) days of receiving such receipts.

Section 10.13 Frequency of Payment: Payment of Player salaries shall be in consecutive semi-monthly installments, pro-rated for any portion of the month in which the Player is employed by MLS.

Section 10.14 Direct Deposit: Players may elect to have their paychecks directly deposited in their personal demand deposit checking account, as long as such account is with one of the financial institutions with which MLS has made appropriate arrangements. MLS shall make direct deposit arrangements available with at least three (3) financial institutions in each Team city. A list of these institutions is available at the League office and shall be provided to each Team. There will be a quarterly window for election (or termination) of direct deposit, provided, however, that such quarterly window shall not apply with respect to the initial implementation of direct deposit or with respect to new Players upon entering the League.