



IMMAF

INTERNATIONAL MIXED MARTIAL ARTS FEDERATION

2015 ANNUAL REPORT & ACCOUNTS • 2016 DELIVERY PLAN

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IMMAF

INTERNATIONAL MIXED MARTIAL ARTS FEDERATION

2015 ACTIVITY REPORT

COMPANY INFORMATION

CHIEF EXECUTIVE OFFICER: Densign White

BUSINESS ADDRESS:

International Mixed Martial Arts Federation
c/o Additiv,
Regeringsg. 109,
111 39 Stockholm,
Sweden
Email: info@immaf.org Web: www.immaf.org

DIRECTORS:

Kerrith Brown (UK), President,
George Sallfeldt (Sweden), Vice-president
August Wallen (Sweden), Board Director, Honorary President,
Bertrand Amoussou (France), Board Director,
Tom Madsen (Germany), Board Director,
Wissam Abi Nader (Lebanon), Board Director
Frank Babcock (USA), Board Director,
Raymond Phillips (South Africa), Board Director
Stuart Brain (Australia), Board Director

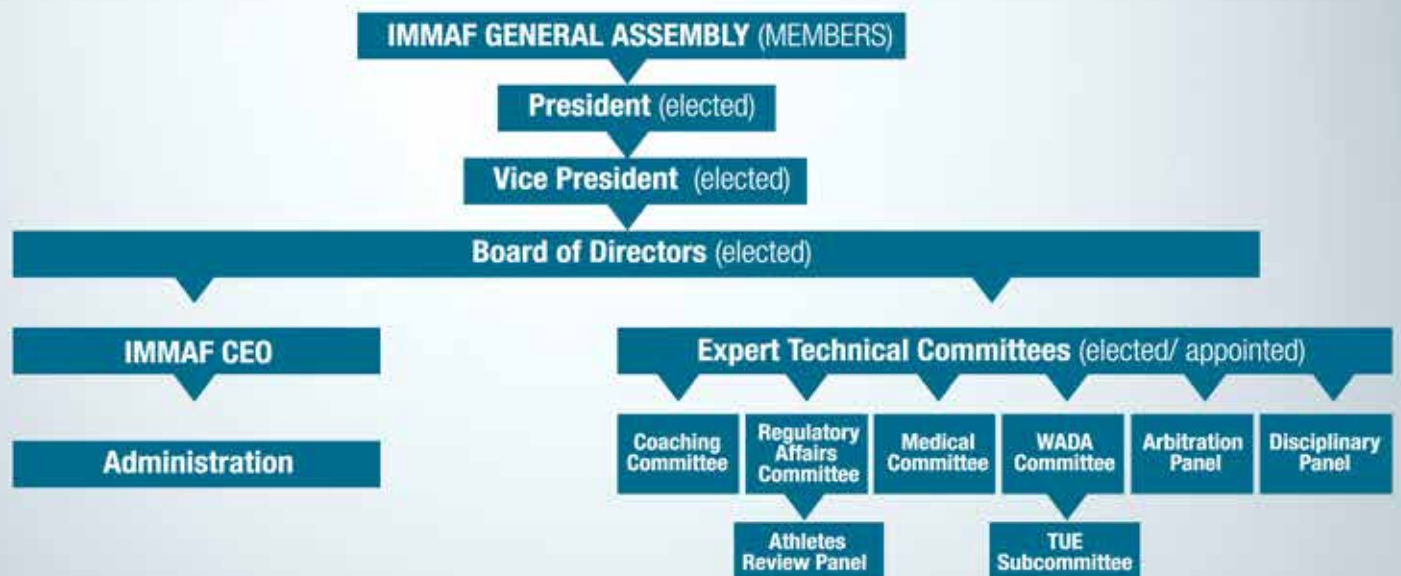
COMPANY NUMBER: 802464-8142 (Sweden)

ACCOUNTANCY:

Additiv, Regeringsg. 109,
111 39 Stockholm,
Sweden

AUDITOR: Leif Skarle

IMMAF STRUCTURE



PRESIDENT'S ANNUAL REVIEW

JANUARY 2015 – DECEMBER 2015

KERRITH BROWN



It is with great honour that I address you as the President of IMMAF and I am mindful of the responsibility that the MMA community has entrusted in me. I have committed to deliver the vision and values that define the very essence of IMMAF. I have also pledged to ensure that IMMAF fulfils the responsibilities of a governing body, so that it may achieve its goals of Amateur MMA becoming a safer, better regulated and ultimately an Olympic sport.

THE PAST YEAR

The past year has seen our federation commit fully to the values of IMMAF. At the same time, we have collaborated more closely with funding partners UFC to identify and review opportunities for improvement and development of structure and strategy, both within IMMAF and the sport.

BOARD

As a governing body it is impera-

tive that the IMMAF has the full confidence of its members. In 2015 the board underwent a restructure that has strengthened what was already a capable, experienced and dedicated team. New democratically elected members have been tactically appointed in roles that have created a formidable board to successfully and accountably drive the IMMAF forward. The dynamics that have evolved between the various personalities have proved fruitful in the ongoing task of defining strategy, policy and procedures for improving governance and standards of practice.

The board is well supported by a strong CEO and core administration team, technical committees and volunteers from the wider IMMAF community. Although staffing may be subject to change over time, I believe that a good balance has been established in the foundational working ethos, team values and operational processes of the organisation.

MEMBERSHIP

The attraction and retention of members relies on IMMAF providing an efficient and effective service. Over the past year the IMMAF president, board, CEO and administrative representatives have travelled far and wide to engage with members first hand in their own countries. On all continents we have worked to bring a personal touch to communication and service. We have sought to understand members' preferences, wants and needs beyond feedback and psychographics. Through this approach we have been able to deliver smooth and effective changes with real benefits to all.



This approach has also been rewarded by the gaining of new members besides reaffirming the confidence of existing members.

GOVERNANCE

We are committed to bringing Amateur MMA into line with what is required and expected of all sports under governance. The IMMAF has been promoting a Code of Conduct and Practice, providing policies and procedures and working to regulate practices in health and safety. IMMAF has collaborated with consultancy Sport Integrity and leading world experts to create an Anti-doping policy and guidelines. Our work to implement a robust and effective governance structure that ensures transparency and fairness in all processes is key to IMMAF reaching its ultimate goal.

EVENTS CALENDAR

It is important as a federation that we provide a worthy platform to which athletes and members may aspire. Our commitment to raising IMMAF's event profile is paramount to maximising marketing and brand awareness opportunities. Flagship events will enable IMMAF to enhance the visual, educational and entertainment experience for both participant and spectator. Hosted by our member federations, IMMAF events will support the development of a global MMA community that will encourage and enable safe participation from a grassroots level.

COMMERCIAL PARTNERSHIPS

Sponsorship deals have been attained over the last 12 months. However, to ensure and secure a sustainable future as an independent federation and to enrich central funds, we must continue with a robust marketing strategy.

PERCEPTION

Public perception of MMA is still a primary barrier that must be overcome before true sport recognition can be achieved for MMA. In the meantime, we are faced with adversity and politics. One of the many ways in which we are addressing this is with a campaign to educate and promote the benefits of Amateur MMA on a pathway from grass roots to recreational level to elite level.

SUMMARY

IMMAF has been working to implement realistic improvement by reviewing all areas of its organisation and through introducing policies, procedures and pathways

that enhance the MMA experience from grass roots to elite level. This includes establishing a clear and defined pathway for individuals to follow in the sport; identifying potential without exploiting it; showing transparency in all processes; creating and centralising selection criteria to ensure an equal opportunities policy; and considering all short term and long term needs and objectives.

LOOKING FORWARD TO 2016

We at IMMAF must work to stay on top of our game and apply our best skills accordingly in order to establish the sport of Amateur MMA in the current global environment.

A top priority will be to establish a broad sustainable funding base (e.g. sponsors, broadcasters, event hosting fees, etc.) required to secure the future of the federation, and build an organisation that its members can depend upon and be proud of. We feel that this year we experienced a significant amount of growth in many areas and are now poised to commercially leverage this growth.



CEO OVERVIEW OF ALL KEY AREAS

DENSIGN WHITE



Last year we presented to you a delivery plan for 2015 and within that document we identified a number of key areas that the IMMAF would focus on. They were;

1. Ensuring appropriate governance
2. Gaining SportAccord membership
3. Creating world class championships events
4. Increasing National Federation membership
5. Creating a sustainable financial model for the future
6. Create a strong coach, official and participant development model.

How did we do on these key performance indicators?

1. ENSURING APPROPRIATE GOVERNANCE

For the first time IMMAF held elections at a General Assembly during the time of the world championships in Las Vegas July 10th 2015. The board was increased by democratic election to represent all continents under IMMAF.

Audited accounts were presented to the General Assembly and approved for years 2012-14 and an independent auditor was appointed, as detailed in this report.

Executive staff are employed in the key activity areas of Events, Membership and Marketing & Communication. UFC have been kept informed of progress against targets through a performance tracking system and fortnightly conference calls with Lou Lauria. In addition to that the IMMAF CEO has submitted activity reports to UFC on request.

The board has held regular conference call meetings as well as face to face meetings throughout this period.

2. GAINING SPORTACCORD MEMBERSHIP

The IMMAF now has most of the key component work done to make an application to become a member of SportAccord, as itemised in this report.

As of April, SportAccord has undergone a significant restructuring and we are waiting to see how the “new” SportAccord will present itself and whether that will be relevant to our near term aspirations of gaining eligibility to be included in multi-sport events and our application to become an IOC recognised federation going forward.

3. CREATING WORLD CLASS CHAMPIONSHIPS EVENTS

IMMAF successfully organized its 2nd World Championships in July during UFC International Fight Week. The entry of 25 federations and 129 athletes increased on the previous year. The budget for the event is attached to the appendices and shows that the event broke even. The IMMAF organized the European Open Championship in Birmingham, UK. This championship exceeded all expectations in terms of the number of athletes (152), organization and presentation given the challenging financial constraints. This event ran at a loss, which was expected, but we hope to claw some of that back through TV sales (to Bahrain TV and Extreme Sports Channel).

4. INCREASING NATIONAL FEDERATION MEMBERSHIP

The IMMAF membership has significantly increased and demand is growing globally. A more detailed picture is contained within this report but we are now very close to achieving 50 federation members before year end. The strategy to diversify the board with representation from Asia, Africa and Oceania will start to pay dividends in 2016 and beyond.

5. CREATING A SUSTAINABLE FINANCIAL MODEL FOR THE FUTURE

There are 5 cornerstones to IMMAF's financial model for 2016 and beyond: One key sustainable income stream will be from membership of all individuals to national federations worldwide via the MyNextMatch online customer relationship management system (as outlined in this report). Courses, gradings, certification and licensing, based on IMMAF's Progression Scheme, will provide further sustainable income to IMMAF from recreational participants, competitive athletes,

coaches and officials alike. Through the organization of a global series of Continental Opens and World Championships, IMMAF will generate revenue from charging hosting rights to successful bidding countries. IMMAF will also work to attract fees for further broadcasting rights, and sponsorship on the back of increased exposure.

6. CREATE A STRONG COACH, OFFICIAL AND PARTICIPANT DEVELOPMENT MODEL

As mentioned above, the IMMAF will introduce for 2016 a progression scheme, which is holistic. We have already begun to roll out a series of referee and judges courses led by Marc Goddard (as detailed in this report) and have a wider series of educational courses and seminars in the pipeline. Moreover, the IMMAF now has now in place a classification system for referees. This will be a great resource that UFC can utilize to ensure that only the very best and most experienced judges and referees work its events. IMMAF is currently developing a policy for children to participate in MMA. No longer can we ignore the facts that around the world children are practicing MMA. The question is how safe are they? IMMAF wants to promote the very best practice and we will provide guidance to our members in terms of a safety ladder, which is age appropriate utilising modified rules.

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ENSURING APPROPRIATE GOVERNANCE REPORT

GENERAL ASSEMBLY AND FIRST DEMOCRATIC ELECTIONS

For the first time IMMAF held elections at a General Assembly during the time of the world championships in Las Vegas on July 10th 2015. The board was increased to 9 members from 6 and new members were representatives of Oceania, Asia and Africa, thereby creating a more diverse board.

EXTRAORDINARY GENERAL ASSEMBLY

An Extraordinary General Assembly was held during the time of the IMMAF European Championships on November 18th in Birmingham. Revision to the IMMAF statutes were made. Accounting

Audited accounts were presented to the General Assembly and approved for years 2012-14. The federation's finances are managed by an external accountancy firm Additiv based in Stockholm. In January 2015 the board agreed to the appointment of independent auditors Leif Skarle, authorised public accountant.

BOARD MEETINGS

Regular board conference call meetings and face-to-face meetings have been minuted throughout this period. IMMAF's Application for Sports Federation Membership

The International Mixed Martial Arts Federation is in the process of applying for membership to a number of international sports organisations, such as the Association for International Sport for All (TAFISA), with a view to completing the application process by the end of 2015/

beginning of 2016. This is part of establishing the IMMAF as a member of the international sport community and to help foster needed relationships.

NATIONAL OLYMPIC COMMITTEES

IMMAF has commenced work with members to establish a relationship with their National Olympic Committees with a view to safeguarding their future and the sport of mixed martial arts in their respective countries. Currently 20 member federations are recognised by either their NOC and/ or their Ministry of Sports.

Criteria and Application Process for IMMAF Membership
The criteria and application process for IMMAF membership has been reviewed and made more stringent in 2015. A Member's Code of Conduct has been written to which IMMAF's members must sign up and adhere to.

IMMAF SECURITY SYSTEM

IMMAF has successfully begun implementing phase 2 of its new security/due diligence system by collecting photographic identifications, signatory details and contact details (emails etc.) from all authorized personnel within its existing member federations as well as potential new members.

MEMBER DISCIPLINARY FRAMEWORK

The International Mixed Martial Arts Federation's new disciplinary framework for national federations will be implemented between now and the end of 2015. This includes IMMAF representatives attending and observing member AGM's.

IMMAF Postal Voting System

In the lead up to IMMAF's Extraordinary General Assembly taking place during the European Open Championships, a new postal voting system was successfully implemented. This allowed delegates from national federations who were unable to attend the EGA to take part in the democratic process in a safe and secure way.



GAINING SPORTACCORD MEMBERSHIP REPORT

The IMMAF now has most of the key component work done to make an application to become a member of SportAccord.

- We have held two General Assemblies,
 - including the democratic elections of Directors,
 - and we have 3 years audited accounts
 - and a development plan for the sport.
- We have also gone a long way forward to become a signatory to the WADA code by having in competition drug testing at the World Championships and the European Open and we have an Anti-doping policy for the IMMAF and our member national federations.

- Our statutes have been amended and ratified by the General Assembly to reflect these and other changes to the structure of IMMAF (IMMAF revised statutes appendix 1).

- We also have the required number of member federations across five continents.

As of April, SportAccord has undergone a significant restructuring. IMMAF is waiting to see how the “new” SportAccord will present itself and whether that will be relevant

a) to our near term aspirations of gaining eligibility to be included in multi-sport events (e.g. World Games, World University Games, etc)

b) to our application to become an IOC recognised federation going forward.



CREATING WORLD CLASS CHAMPIONSHIPS EVENTS REPORT

IMMAF met its delivery goals in 2015 for creating world class championships events: IMMAF, successfully ran its second World Championships, delivered 2 continental championships and is finalising its Sport Organisation Rules Handbook (SOR) and as outlined below.

Event: 2015 IMMAF World Championships at UFC International Fight Week

Location: Flamingo Las Vegas and UFC Fan Expo, Las Vegas

Dates: July 6th – 11th

#of federations: 25

#of athletes: 129

Broadcasters: UFC FIGHT PASS, Extreme Sports Channel, Fight Network, Kombat Channel, Setanta Sports and Bahrain TV

Event Cost: \$425, 073 USD

Highlights: The second IMMAF World Championships was a well organised, glossier and higher profile event than its 2014 predecessor, with a marked rise in production values. UFC athlete meet and greets brought an extra buzz to the event.

Key Learnings: It gave the IMMAF team the opportunity to implement a framework and processes that will form the core systems for future IMMAF events.

Event: 2015 IMMAF Pan American Championships

Location: Scheduled for the 'Wonderland', Vaughan, due to political opposition the event was moved to Toronto.

Dates: April 24th – 26th

#of federations: 2 (Canada, US)

#of athletes: not disclosed by CCA

Broadcasters: None

Event Budget: Canadian Combat Alliance funded the competition independently with members' own personal money

Key Learnings: There was much to be learnt from the venture, including the fact that until IMMAF membership increases in number and wealth, Open Continentals are more pragmatic. It has also informed IMMAF on which processes should be centralised and which should be outsourced to a host country over an event, and where guidelines are needed to maintain the standard of an IMMAF brand event. It furthermore alerted IMMAF to the level of support required by members in hosting an IMMAF event at this time.

Event: 2015 IMMAF European Open Championships of Amateur MMA

Location: Walsall Sports Centre, Birmingham

Dates: November 19th -22nd

#of federations: 19

#of athletes: 157

Broadcasters: UFC FIGHT PASS, Extreme Sports Channel (more TBC)

Event Cost: £140,000 GBP est

Highlights: It was the first IMMAF tournament to permit two entries per weight category per federation and marked the first IMMAF run continental event. Production value increased at the event in light of the extended Extreme Sports Channel deal. The European Open attracted high profile sporting and establishment names that included Sheikh Khalid Bin Hamad of Bahrain, the Duchess of Northumberland, President of the British Volleyball Association Richard Calicott and six times Olympian Tessa Sanderson among others.

OPEN CONTINENTAL CHAMPIONSHIP EVENTS IN 2016

The IMMAF President and CEO have spent much of 2016 beginning to generate interest in hosting IMMAF Open Continental Championships. The IMMAF will secure hosting fees for these events that are aligned with the market value for events at this level. The IMMAF are in advanced negotiation with countries that include Bahrain, Czech Republic and Japan. Proposed hosting fees of \$100k- 150k per event for European Opens, will form a significant income stream for IMMAF in 2016 as these deals come to fruition.

IMMAF WORLD AMATEUR MMA RANKINGS

In 2015 IMMAF devised a MMA World Rankings list for both individuals and national teams. The rankings came into play from the 2015 World Championships and are now live. From these rankings, seeding for tournament brackets can now take place.

Individual & Team Rankings: <http://www.immaf.technology/splitdraw/rankingsdesktop.asp>



ANTI-DOPING AT THE IMMAF WORLD CHAMPIONSHIPS

Ahead of the 2015 IMMAF World Amateur Championships the IMMAF adopted an anti-doping policy based on the World Anti-Doping Code and Standards. (See Appendices)

The IMMAF anti-doping rules are based on strict liability, essential for the health and safety of the sport of MMA and its participants. The move is in line with IMMAF's sporting values, as the organisation works to achieve compliance with the World Anti-Doping Code. Declared athlete medications will be reviewed by IMMAF in the run up to all IMMAF competitions moving forwards. Only medications outlined under the World Anti-Doping rules will be permitted. IMMAF has appointed internationally renowned expert consultancy, Sporting Integrity Ltd, to advise on and develop its anti-doping policy and programme.

ATHLETE REGISTRATION & TOURNAMENT SYSTEM

This year IMMAF implemented a bespoke CRM system for IMMAF Events, www.immaf.technology
The system was piloted at the 2015 IMMAF World Championships and performs the following functions:

- Comprehensive Athlete profile
- Calendar of events
- Registration system for events
- Accepts payments for events
- Discussion Forum
- Rankings and results database
- Reporting system downloadable to excel
 - Point of information for all IMMAF events
 - Communication tool for IMMAF Admin

ATHLETE SCREENING

Definitions and a screening process were established for all athletes for their professional / amateur eligibility, post-registration, in order that they might compete in IMMAF events. This area has been a huge success, mainly due to the additional resource of a Content and Data Manager responsible for verifying athletes' Pro/ Am status.

- 2014 World Championships: 56 appeals were made
- 2015 World Championships: 1 appeal was made, which proved to be spurious

IMMAF has also worked to educate member federations about good record keeping since the 2014 Championships, criteria has been well publicised and member nations have adopted IMMAF Amateur rule sets.

IMMAF MEDICAL PARTNER – SAFE MMA

UK based medical body SAFE MMA was appointed to manage third party medical clearance of athletes, having proven to have the administration system in place to handle IMMAF's global needs. Processes have been set up for all IMMAF Member Federations to allocate a dedicated Medical Safety Lead (MSL) to be a point of contact for all medical requirements for athletes entering competition. IMMAF has no visibility on confidential medical data now, as this is held with SAFE MMA for review by its expert medical panel. IMMAF receives only a "medically cleared" list of all athletes that can compete in IMMAF competition, having had their blood work and annual medical paperwork cleared. Currently medically clear IMMAF athletes are all marked as greenlit in this list: <http://publish.smartsheet.com/4bcbbfea74a0440f95159208cc53202e>

SPORT ORGANISATION RULES HANDBOOK (SOR)

IMMAF is producing a Sports Organisation Rules Handbook for completion by the end of 2015 that will serve as a guide for host nations on event requirements. This will be completed by the end of 2015. The SOR contains the standards and processes established for IMMAF competition over the course of this year from officiating, equipment standards to medical criteria.

IMMAF's team will play an active role in IMMAF championship events hosted by member countries with aspects such as athlete registration and medical clearance, production, branding and PR remaining centralised



INCREASING MEMBERSHIP REPORT

One of IMMAF's 2015 delivery targets was to increase national federation membership to a minimum of 40 across 5 continents to meet Sport Accord criteria.

MEMBERSHIP;

- increased by 27% in 2015 from 37 to 47 national federations
- is now made up of 5 nations from Pan-America, 11 nations from Asia, 25 nations from Europe, 2 nations from Oceania and 4 from Africa.

ASIA/MIDDLE EAST

This region has been of particular strategic interest to the International Mixed Martial Arts Federation. Focused work undertaken here with key stakeholders gained us a foothold in significant territories:

- Azerbaijan, Bahrain, Japan and Kazakhstan joined IMMAF in 2015.
- Membership has risen by 57% in 2015 from 7 to 11
- Asian countries now make up 23 percent of our overall membership.

OCEANIA

The Mixed Martial Arts Federation Australia was formed in

2015 to provide a badly needed national structure for MMA in Australia. A bi-product of the Australian federation's affiliation to IMMAF is a marked increase in the interest from national federations from this region wishing to become members, including Fiji and Samoa

GEOGRAPHIC REPRESENTATION

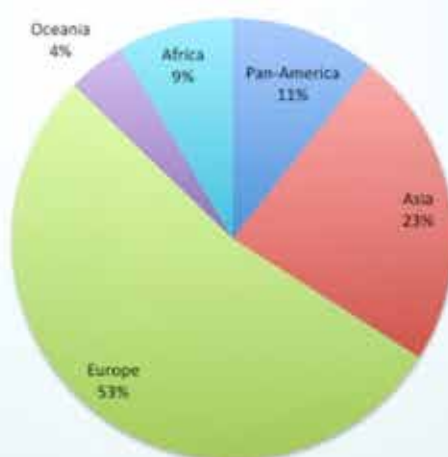
Prior to this year some believed the International Mixed Martial Arts Federation to have a distinctly Eurocentric feel to its membership, but since the turn of the year IMMAF has worked to address this. With 6 of its 11 newest national federations being located outside of Europe the momentum is driving towards a balancing out with 47 percent of the national federations now affiliated with IMMAF coming from countries outside of continental Europe.

We anticipate further growth during the remainder of 2015 with other memberships pending that include Sri Lanka, Kuwait, Serbia, Afghanistan, Mexico, South Korea and Russia.

MOVING OBSERVATIONAL MEMBERS TO FULL MEMBERS

IMMAF has assisted eligible observational members to make the transition to full members. To date the number of full members has increased from 10 to 22 members in the last quarter alone. These federations now have all the rights afforded to full members of the international mixed martial arts federation.

Percentage by Region



CREATING A SUSTAINABLE FINANCIAL MODEL FOR THE FUTURE REPORT

MYNEXTMATCH:

MyNextMatch® is a single platform software solution for communication and knowledge sharing in competitive and recreational combat sports.

The four key systems used by MyNextMatch® include:

- Customer Relationship Management System (CRM) for IMMAF members
- Participant passport system and Medical examination cards for participants
- Public facing social networking platform
- Public facing Matchmaking Tool

MyNextMatch will be offered as a free resource to our members that allows them to manage their membership information and collect fees. Instead of charging the federations annual registration fees, IMMAF will take a small percentage of all individual membership globally registered via the system.

The system is currently being piloted in the Republic of Ireland, Czech Republic, Bahrain, Turkey and Australia.

PROGRESSION SCHEME, COURSES, GRADINGS AND CERTIFICATION:

The Progression Scheme will be a great resource to our members that will allow them to maintain better retention of individual members and clubs, but it is also an educational resource that will generate income for the clubs, national federations and IMMAF through consistent teaching, courses, gradings and certification. Course materials, grading tools and registration will be available via national federations pages on MyNextMatch, with a percentage of revenue going to the IMMAF. The detail of the Progression Scheme can be viewed at Appendix 5.

CHAMPIONSHIPS HOSTING FEES

Through the organization of a global series of Continental Opens and World Championships IMMAF will generate revenues from charging hosting rights to successful bidding countries, at market value rates for international sports competitions. This is detailed above under Creating World Class Championship Events Report

BROADCAST FEES

IMMAF's broadcast strategy outlined in the Broadcast and Production Report has started to reap rewards in 2015. IMMAF will continue its drive to increase its broadcast sales in terms of platform, hours and value of content.

SPONSORSHIP

See Sponsorship Report



CREATE A STRONG COACH, OFFICIAL AND PARTICIPANT DEVELOPMENT MODEL

A key performance goal in IMMAF's 2015 Delivery Plan was that a strong coach, official and participant development model should be established in order to raise technical standards of participants. This would be implemented through technical programmes, progression schemes and structured competitive opportunities.

PROGRESSION SCHEME FOR PARTICIPANTS IN MMA

Developed by the CFMMA (Commission Française de Mixed Martial Arts), the first progression scheme under IMMAF was launched in 2015. It is an educational tool for coaches of participants at grassroots level, providing them with teaching resources and a logical and safe way to deliver MMA sessions. It is also a motivational tool for the students of MMA as they learn and advance through the progression pathway. The IMMAF board has been reviewing the CFMMA progression scheme against a progression scheme developed by the United Kingdom Mixed Martial Arts Federation to formulate IMMAF's own guidelines and template pathways for coaching students of MMA. The UKMMAF progression scheme was presented at the IMMAF's first General Assembly in Las Vegas in July. (See Appendix 5).

STRUCTURED COMPETITIVE OPPORTUNITIES

See section: Creating World Class Championships Events Report

CHILDREN AND MMA

2015 has brought about the need for IMMAF to review its policy on children in MMA, driven by member demand and activity and growing need for regulation in this area in the wider sports landscape. Indeed, in a number of countries it is a government requirement for recognition and funding that a sport has its own progression pathway and is accessible to all.

IMMAF has previously held the position that MMA is a sport for over 18s participation only. However, in 2015 various regional progression models for children and recreational participants have been highlighted by events. Notably in India, Northern Ireland and Cameroon, IMMAF members have evolved training systems and modified rules tournaments that allow youths and beginners to train in MMA from the outset but with advanced techniques and risks removed.

The All India Mixed Martial Arts Association's 'Sport MMA' is being considered by the International School Sports

Federation for inclusion in school combat games in India. Further to that, on October 31 Mr. Riyaz Bhati, AIMMAA's national coordinator for Sport MMA, was appointed as the South Asian Development Officer for the International School Sports Federation. Meanwhile in Northern Ireland, the Ulster Amateur MMA Association has secured £70,000 GBP of government funding into a Youth MMA School of excellence, working with charity Fight For Peace. This year too, IMMAF's counterpart in Cameroon saw its "Educational MMA" into national state schools, based on the system's health and mental benefits.

The IMMAF board and committees are reviewing the various systems to evolve a clear IMMAF policy and guidelines



IMMAF OFFICIALS COURSES AND DEVELOPMENT

- September 2015: Prague, Czech Republic - International Amateur MMA Referees and Judges Certification Course
Attended by 15 delegates from 10 countries.
- December 2015: Bucharest, Romania – International Amateur MMA Referees and Judges Certification Course
- December 2015: Arizona, USA - International Amateur MMA Referees and Judges Certification Course

About the International Amateur MMA Referees and Judges Certification Course:

The IMMAF officials course is led by IMMAF Technical Committee Member and leading UFC referee Marc Goddard.

Aimed at experienced nationally qualified/ licensed officials,

applicants to IMMAF international level courses must be recommended and approved by their national federation. At international level the IMMAF is developing strata of officials at A, B, C levels as part of its progression pathway, professional development education programmes and continued assessment models. What this means in broad terms is that a 'C' level referee can officiate at National and IMMAF continental Open championships. 'B' referee level can officiate at continental Open and World championship and an 'A' level can referee at World championship and UFC (professional) level.

REVENUE MODEL

- The revenue model for IMMAF coaching officiating courses is that course participants pay IMMAF directly. The course tutor is paid a flat fee, and all profits after course costs belong to IMMAF. The IMMAF ran courses must at least break even to go ahead.
- Where IMMAF courses are adopted and taught by national federations a percentage will be payable to IMMAF, as will a percentage from certification, licensing and grading fees via the MyNextMatch member management system through which applicants will sign up to courses.

IMMAF has 28 licensed officials to date, and with 2 more courses hosted in December we expect near to a 50% increase in numbers before the end of the year.

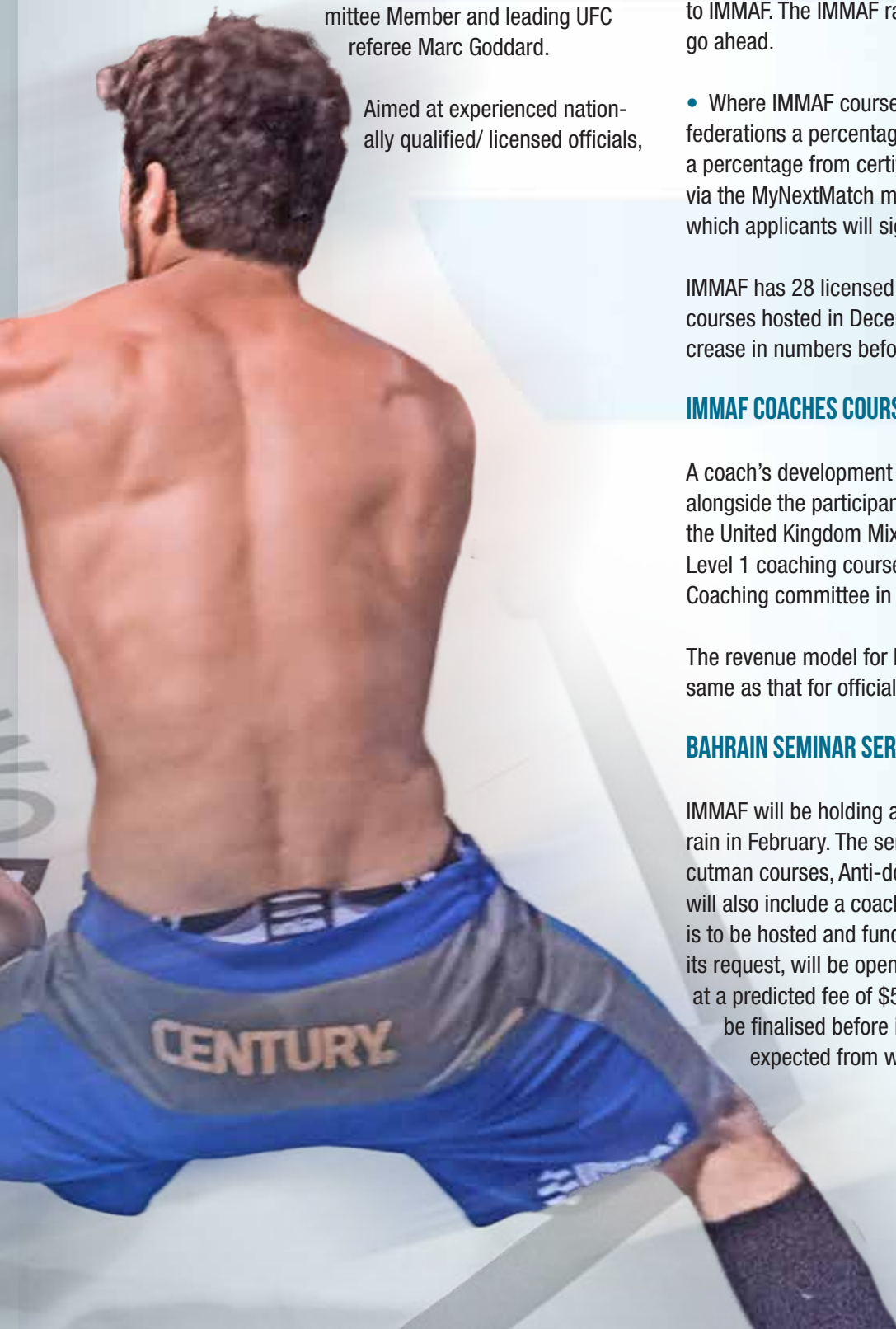
IMMAF COACHES COURSES

A coach's development pathway has been mapped out alongside the participant's progression scheme created by the United Kingdom Mixed Martial Arts Federation. This and a Level 1 coaching course is to be developed by IMMAF's new Coaching committee in the final phase of 2015.

The revenue model for IMMAF ran coaching courses is the same as that for officials' courses.

BAHRAIN SEMINAR SERIES

IMMAF will be holding a week of dedicated seminars in Bahrain in February. The seminar series will include officiating and cutman courses, Anti-doping and social media seminars. It will also include a coaching course. The seminar series, which is to be hosted and funded by the Bahrainian Federation, at its request, will be open to participants from other countries at a predicted fee of \$500. Full details of the event are to be finalised before it is advertised. Participation is largely expected from within Asia.



OTHER MEMBERSHIP SERVICES REPORT

Additional key areas of activity under Member Services not covered elsewhere are listed below, contributing to

- a) the structuring of a National Federation Development model
- b) the delivery of more member benefits:

THE IMMAF MEMBERS HANDBOOK: NATIONAL FEDERATION DEVELOPMENT MODEL

The IMMAF has been producing its first International Mixed Martial Arts Federation Members Handbook for national federations. The main objective of this document is to assist national federations in governing and operating as efficiently as possible, offering them advice, guidance and best practices in key areas (e.g. communications, fundraising, sport development, etc.), in order that they may reach their potential as a federation and contribute to the overall growth of Amateur MMA.

MIDPOINT

Midpoint are computer software experts in tailor made cloud services and their surrounding business ecosystems that are sponsoring the IMMAF administration. Midpoint is to develop bespoke cloud-based tools that will support the development of IMMAF in areas that include data security, reporting processes, and internal membership relations communications. It is expected that Midpoint's solutions will provide IMMAF with a robust and stable platform on which to up-scale its operations and delivery of services to members.

SANCTIONING PROGRAMME

With support from the UFC, various IMMAF member federations adopted shadow sanctioning programmes in countries where MMA is not regulated including in the United Kingdom, Ireland, Germany and Poland. The system enables the young federations to learn best practice from well self-commissioned promoters, to develop good sanctioning practices and to work with grassroots promoters to raise their safety standards on a partnership basis.



BROADCAST REPORT

BACKGROUND AND STRATEGY OVERVIEW

In 2015 IMMAF continued with the broadcast strategy implemented for the 2014 World Championships; to create a saleable broadcast package at the lowest possible cost. The broadcast format remained a post-production, edited highlights programme containing match footage filmed on two cameras, with background stories of selected athletes told through interview. As and when paying broadcast deals dictated and warranted it then further investment could be made; for example, in an upgrade to live broadcast.

Giant TV were originally commissioned due, in part, to their past record in the production and sale of MMA content to large broadcast platforms, on the back of which IMMAF's 2014 TV deals might be and were successfully leveraged.

BROADCAST SALES

Broadcast deals secured for the 2015 IMMAF World Championships 4 hour (2 x 2 hours) highlights programme were with:

- Extreme Sports Channel (Europe, Middle East, Africa) \$5000 USD
- Bahrain TV (Bahrain) \$8000 USD
- Kombat Channel (France) \$6700 USD
- Fight Network (Canada, Middle East/ North America, Portugal, Belgium) \$2000 USD
- Setanta (Africa, Ireland) \$1000 USD
- Sky Sports (New Zealand) \$1500 USD
- Combate (Globosat - Brazil) \$8000 USD
- UFC FIGHT PASS (North and South Americas, Asia, Africa, Australasia, Europe, Middle East)

Total revenue: \$32,200 USD gross

Total Production costs: \$40,000 USD

Broadcast deals secured for 2015 European Open Championships 10 hour highlights programme (as of 17/11/15) are:

- Extreme Sports Channel \$16,500 (in an increase from \$12,500)
- UFC FIGHT PASS

Total secured revenue: \$16,500

Total production costs: \$20,000 USD

Multi-event broadcast deals secured by IMMAF are:

- Extreme Sports Channel, 3-year deal worth est. \$300,000

The linear television deal sees increased profit over broadcast expenditure.

PRODUCTION IN 2015

The 2014 relationship developed in 2015, with Giant TV contracted to oversee production across IMMAF events. Consistency in production values and format is considered an important part of IMMAF's brand development, especially as event operations will be outsourced to host countries for Continental Opens and other events. Giant TV has signed to a three-year deal with IMMAF to produce four events per year.

The Extreme Sports deal has dictated an increase in packaged content from four hours to ten hours for the European Championships and forthcoming events. This will enable better story telling. For example, the programme material can follow the trajectory of different weight divisions over the course of a tournament.

In 2014 only one of 2 rings was filmed, meaning that not all matches were covered. The priority was simply that IMMAF came away from the event with saleable broadcast assets. In 2015 IMMAF upped production to cover the filming of all event matches for archiving, disciplinary purposes and to enable better story telling. Cameras were also increased per cage. The IMMAF 2015 World Championships matches library is now publicly available via You Tube.

In 2015 the production team has been more closely involved with IMMAF event operations, advising on aspects such as venue set up, lighting and event flow.

For the 2015 European Open, live matches footage was cut to an in-venue big screen.

BRANDING & DESIGN IN 2015 REPORT

In 2015 IMMAF moved away from a plain, stark, corporate style towards more colourful and engaging, athlete centred imagery, while keeping within core IMMAF brand guidelines. IMMAF worked to position itself as

- an aspirational sport for participants
- an engaging spectator league for fans
- a sport with commercial benefits to host cities, advertisers, broadcasters and stakeholders.

Two main design aims executed through photography graphics were to a) define Amateur MMA as a clean, safe and undisputed sport and b) focus on aspirational young amateur athlete personalities with whom the viewer might engage and empathise

While from 2012 to 2014 IMMAF had aimed to present itself as non-commercial (being a non-profit organisation), in 2015 IMMAF made it its goal to look commercially attractive to sponsors and broadcasters

Design Budget in 2015

The decision was taken to make design and branding improvements as cheaply as possible, bearing in mind the status of the following at the end of 2014:

- IMMAF's exposure level (e.g. 300 Twitter followers, no live ticket paying audience) would not return the value in marketing figures
- no paying sponsor or broadcast demands in this area

- that middle tier commercial promoters in MMA were attaining a sizeable global audience reach across grassroots audiences through international broadcast platforms, media and social media and attracting sizeable sponsorship on shoestring design budgets.

- if broadcast fees and sponsor fees were sourced that required and facilitated an upscale in investment in design then IMMAF would increase resources here

Example budget decisions:

- All the art and design work for the IMMAF European Championships came to a sum total of £750 (including t-shirt designs, medals and all graphics)

- No Creative Director was hired by IMMAF in 2015, and freelancers were hired for specific projects

PHOTOGRAPHY

No high resolution photographs had emerged from the 2014 IMMAF World Championships, which created a design challenge through the first part of 2015 affecting IMMAF's artwork decisions and impacting the look of the new website.

An original photo shoot was held in April featuring young, volunteer amateurs with the goal to define Amateur MMA through photography, to start building a bank of IMMAF photo assets and form the basis of new design work

ARTWORK

See below for examples of artwork created for IMMAF events in 2015. The design work for both the IMMAF World Championships and European Championships were under restriction due to IMMAF's low resolution image library.



PR AND COMMUNICATIONS REPORT

CORE MESSAGES FOR PR IN 2015

Core PR messages that IMMAF successfully developed in 2015 were as follows:

- IMMAF is the only truly democratic and not-for-profit, international sport federation dedicated solely to the advancement of Amateur Mixed Martial Arts
- IMMAF is founded on democratic values
- IMMAF engages a diverse geographic spread of active participating members
- IMMAF should be noisy about its scale of activity, development and progress across regions
- With its Olympic principles and shared sporting values, Amateur MMA rightfully sits in the wider sports canyon.

PR messages that we were less successfully developed, requiring expert Creative Design input and refresh of brand guidelines are:

- (Amateur) MMA is the most exciting and aspirational sport on the planet
- No activity so completely embodies the definitions and criteria of sport than MMA

PUBLIC RELATIONS GOALS 2015

The PR priority in 2015 has been IMMAF's online profile for international reach and influence. The key aims became:

- to dramatically increase volume of online content relating to IMMAF and its members and increase ours/ their footprint in search engines
 - to publicise the activity of IMMAF and its members in different regions across the world
- UFC PR Support:

UFC PRs Brian Smith and Emma Pickles in the Las Vegas and London offices respectively have given some media support to IMMAF in 2015, including coordinating UFC athlete appearances at IMMAF World Championships, partnership on two key press releases, enlisting IMMAF support in recruiting MMA participants for the "We are UFC" promotion and some media introductions. Through the UFC, IMMAF was featured in UFC magazine ahead of international fight week and UFC created a promo video for the 2015 World Championships. Additionally, IMMAF's Marketing and Communications Director shadowed the UFC EMEA PR team over the recent fight week for UFC Dublin.

IMMAF has been able to reciprocate in providing data and information to UFC PR teams regarding IMMAF member federations and the regulatory status of MMA in different regions, e.g. recently in relation to France.

We have communicated closely with the UFC PR departments (in London and Las Vegas) regarding sensitive communication matters, e.g. IMMAF's partnership with Xplode, the cancellation of the European Judo Championships. IMMAF has communicated closely with VP of Corporate Social Responsibility and Federation Relationships, Lou Lauria, throughout the year on PR strategy, for guidance and to ensure that partnership targets and deliverables are on track.



WEBSITE

Throughout 2015 IMMAF's website has become increasingly central to IMMAF's PR. It serves both as a hub for IMMAF information and for original news about MMA development from around the world not be covered by other media, (very much as InsidetheGames.com does for Olympic Sports). IMMAF hired a part time Content Manager in August, who has enabled an increase in unique, daily content on the site.

The website underwent a re-design in 2015 to improve its functionality and navigation functions, as well refreshing its look and feel. IMMAF plans to review the visual design as it implements a creative design review of all its platforms in early 2016.

Sample monthly website hits: 18,175 Visits; 37,347 Page views

IN THE MEDIA

News coverage: Organic news story coverage has increased in 2015 through press release pick-up and the increased interest around IMMAF events and athletes. Our media contacts lists has also expanded in 2015. Establishing solid media partnerships and pitching bespoke stories to media more

regularly will increase spread, quality and depth of coverage. Media increasingly approach IMMAF for comment on relevant topics, such as Anti-doping.

IMMAF stories have featured in outlets that include **UFC magazine, Huffington Post, Vice, MMA Junkie, MMA Fighting, Telegraph, Mirror, Fighters Only, The Sun online, BBC Five Live, Financial Times** and **Bloody Elbow**. We have had consistent regional reach across platforms such as **MMA Nyatt, MMA Viking** (Sweden), **MMA Biznes, MMA Mania.pl** (Poland), **Irish Independent, Irish Mirror, Joe.ie** (Ireland), **Fightsport magazine, Kombat TV** (France) and the **Bahrain News Agency**, to name a few. We have featured on Olympic and sports business sites such as **Inside the Games, Sports Business** and **Sports Pro**.

Although the main focus has been on online coverage, in the run up to the European Championships IMMAF has also worked to secure regional print coverage in the UK that includes **PT Magazine** (pending), **Bocsio magazine, Fighters Only** (UK), **MMA Uncaged magazines, the Voice newspaper** and the **Walsall Advertiser**. Regional TV channels that have been in touch for general comment or interviews include **ITN, Channel 4** and the **BBC** with involvement in a possible upcoming MMA documentary in the pipeline.

The 2015 IMMAF World Championships showed an increase in media attendance from 2014 with an array of media travelling to the event from around the world to cover their national teams



SOCIAL MEDIA

Our organic increase in social media followings are outlined below. There has been no investment in advertising to increase traffic

FACEBOOK:

August 2015: 7,636 total likes (2,228 organic increase in preceding 3 months)

16th November 2015: 8,870 total likes

Average weekly post reach: 33,000

TWITTER:

August 2015: 1956 follows

November 2015: 6000 follows

Organic increase of 4044 since January 2015

YOUTUBE:

IMMAF You Tube has been outsourced to external company Penceo and all 2015 World Championships matched have been uploaded in October and November. The new You Tube channel already has 170 subscribers and 36,920 views. The You Tube channel is another potential revenue stream for IMMAF in 2016 as it is developed and monetised by Penceo, who provide services on a commission basis.

UFC SUPPORT TO SOCIAL MEDIA:

In March, IMMAF's Marketing and Communications Director attended a Social Media workshop at the UFC EMEA office with Antonia de Feo of Seven Leagues and John Barry. The

UFC team advertised for social media interns on behalf of IMMAF.

INTERNS:

With the support of UFC UK we took on 2 students as part-time Social Media interns in April. In July we lost 1 as he went into employment. Andreas Georgiou, who remains, is working remotely on a part-time hours basis to support the Communications Director in this area. Andreas headed up social media for the IMMAF European Open.

SOCIAL MEDIA AT IMMAF EVENTS:

Live Twitter play-by-play has been one of the PR successes of IMMAF tournaments in 2015 and has gained a lot of traction, particularly since events are not televised live. IMMAF's Social Media representative(s) communicate closely with score-keepers and the tournament software manager to collate results, draws and stats for both internal communication and news publication.

NATIONAL FEDERATION SOCIAL MEDIA

Of the 47 National Federations 21 members are on Twitter and 24 are on Facebook. The cumulative audience is currently 139,021 across Facebook and very active. The IMMAF plans to focus on supporting the development of member social media in 2016, with a dedicated Social Media Manager.

SPONSORSHIP REPORT

IMMAF has actively worked to secure sponsorship in 2015. Support has been given by UFC Vice President of Corporate Social Responsibility and Federation Relationships, Lou Lauria, and the UFC Marketing Partnerships department to the creation of a sponsor deck, evaluation of IMMAF assets and a score card.

The UFC Marketing Partnerships department has been in negotiation with Qore24 for sponsorship of IMMAF as part of a broader UFC sponsorship deal.

Eventually as the UFC Marketing Partnerships department restructures and secures agencies for each region, these agencies will go to market with the IMMAF assets in their business development tool kit and position the IMMAF as an attractive grass roots element.

IMMAF has not secured financial sponsorship in 2015 but earned an equipment deal with Century Martial Arts for the World Championships. IMMAF brokered an equipment deal with Greenhill Sport for the IMMAF Europeans, with a view to a longer term equipment partnership that will provide an income stream to IMMAF.

IMMAF has also gained in kind partnerships with cloud based software provider Midpoint and, for the European Championships, Kangen Water.

Other potential sponsors that IMMAF is in dialogue with include, but not exclusively, Adidas Combat and MusclePharm. The IMMAF is working in close coordination with the UFC related to potential sponsors.

COMMITTEE REPORTS

ANTI-DOPING COMMITTEE

IMMAF's Anti-doping committee and processes have been structured by consultant Michele Verroken, former Director of Ethics and Anti-Doping at UK Sport and secretary of the Commonwealth Games Federation Medical Commission since 2002.

The committee itself is headed by Doctor Mike Loosemore. Currently doctor to the British Olympic Boxing team, Dr. Loosemore has travelled extensively with national squads, accompanying teams to Olympic and Commonwealth Games, World and European Championships. He was the Chief Medical Officer (CMO) for the England Commonwealth Games team in New Delhi 2010 and in Glasgow 2014, as well as the recent Commonwealth Youth Games in Samoa. Dr. Loosemore sits on the TUE panel of UK Anti-doping has fulfilled a voluntary advisory role to British medical organisation, Safe MMA, since launch

Other specialist doctors on the committee are Dr. Jack Kreindler (UK) and Dr. David Wang (USA).

IMMAF's TUE processes and Anti-doping education come under the banner of 'Clean MMA', which sits alongside the 'Safe MMA' brand for athlete medical clearance for IMMAF competition.

MEDICAL COMMITTEE

The IMMAF Medical Committee was founded in September. Committee Members are:

- Consultant neurologist Professor Dan Healy of Safe MMA Ireland, who heads the committee
- Dr Randa Basharon, an orthopaedic surgeon specialising in sports medicine at Nevada University Las Vegas
- Dr. Pontus Inerup of the Swedish MMA Federation
- Dr. Jonathan Gerber, founder of the MMA Research Society and MMAmedicine.net.

All doctors are experienced specialists in medical care for MMA competitors:

- Professor Healy is a volunteer consultant for medical organisation Safe MMA, founder of Safe MMA Ireland with UFC competitor Aisling Daly, responsible for the uptake of the medical safety guidelines by grassroots promotions in Ireland and has been active in the political lobby against a ban of MMA in his country in favour of regulation. Healy hosted and personally funded a free Injuries in MMA seminar day for fighters at the Royal College of Surgeons in Dublin in January, featuring world class medical experts. The event was attended by speaker Senator Catherine Noone, who having previously called for a ban, pledged to back the regulation of MMA in parliament.
- Notably, Dr Basharon has overseen the medical services at two IMMAF world championship events and is the lead doctor for Tuff'N'Uff.
- Dr. Inerup delivers expert services in MMA under Swedish sport regulation.

MEDICAL PROTOCOL AT IMMAF EVENTS

- 2014 IMMAF World Championships: Nevada Athletic Commission and UMAF protocol
- 2015 IMMAF World Championships: Nevada Athletic Commission and UMAF protocol
- 2015 IMMAF European Open: Safe MMA UK protocol under the United Kingdom Mixed Martial Arts Federation. The UK guidelines met the standards of the US Championships rules, Amateur boxing and those of the British Board of Boxing doctors providing onsite services at the European event.

The new IMMAF Medical Committee will be responsible for any future development in IMMAF medical guidelines, which hitherto have been set by the IMMAF administration in compliance with local legislation or protocol.

REGULATORY AFFAIRS COMMITTEE

Committee Members:

- UFC Vice-president of Regulatory Affairs, Marc Ratner, continues to reside at the helm
- Referee Marc Goddard has been actively engaged during

2015 in the review of IMMAF competition rules, designing officials' courses and pathways, coaching officials and performing the role of Head Official at IMMAF events

- Sweden's Jesper Gunnarson is the third fixture in the IMMAF regulatory committee.

Marc Goddard has been tasked with expanding the Technical Committee to include members from continents that are not currently represented.

COACHING AND TECHNICAL DEVELOPMENT COMMITTEE

The Coaching and Technical Development Committee held its first meeting during the week of the IMMAF European Open.

The committee members are: Danny Corr (Northern Ireland), Bashir Ahmad (Pakistan), Fabio Ciolli (Italy), Jason Vorster (New Zealand), John Kavanagh (Republic of Ireland), Luis Barneto (Portugal), Nigel Burgess (UK) and Renata Sadlier (New Zealand)

The role of the Coaching Committee is to develop safe progression pathways for participants in MMA, whether recreational or competitive, from beginner level all the way through to elite professional. The committee is responsible for developing protocol and education for the coaching of MMA.

Separate to this, a Team Leaders group is being established to include all coaches that lead teams to compete in IMMAF competitions. The group, which collectively holds a vast amount of experience in the management of MMA athletes and competitions, will be actively involved in reviewing logistical plans for IMMF competitions in the planning phase moving forwards.





IMMAF

INTERNATIONAL MIXED MARTIAL ARTS FEDERATION

2016 DELIVERY PLAN

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INTRODUCTION

DENSIGN WHITE
CHIEF EXECUTIVE



2015 has been a very exciting but challenging period for the IMMAF. It has been a year of remarkable change and development that will serve this organisation well for many years

to come. It was important, this year, to lay solid foundations for the organisation to build upon in order to become a world class international federation. There yet remains much to do. The preconceptions that surround MMA still need to be dispelled, and the core values of the sport promoted. Our plan for 2016 is to build on what has already been achieved in 2015, and continue to move the organisation in every respect to a higher level of success. The political landscape in international sport changed quite dramatically in 2015, which meant that we were not able to make our application to SportAccord, the international body for sports federations. However, we continued to work diligently towards meeting the criteria for membership and improved our governance. Apart from not yet being a full signatory to the WADA code, IMMAF meets all other SportAccord criteria.

The continued interest in and growth of the sport worldwide needs to be capitalised upon. The support network and tools need to be developed and implemented to ensure the steady positive growth and recognition of the sport.

This plan marks the second phase of a longer strategic plan for Amateur MMA and sets out the direction of travel and the requirements needed for it to succeed.

DELIVERY PLAN 2016 EXECUTIVE SUMMARY

This document will concentrate its focus on the period for 2016. However, it will highlight future targets that are identified as key to the long term development of the organisation. The 2015 delivery plan committed us to the six areas below most of which have seen great improvement and laid the foundations for bigger successes in 2016. After the experience of the last year, it is far clearer to the IMMAF board and the executive team what needs to be done going forward:

1. ensuring appropriate governance
2. gaining SportsAccord membership,
3. creating World Class Championship events
4. increasing National Federation membership
5. creating a sustainable financial model for the future
6. create a strong coach, official and participant development model

All of the Key Performance Indicator areas from 2015 need to be underpinned in 2016 with SMART goals.

1. They need to be Specific
2. They need to be Measurable
3. They need to be Achievable
4. They need to be Realistic
5. They need to be Timely

Within the overall plan for 2016 there are a number of key drivers for the Federation that will have additional focused attention for the year;

1. Becoming financially sustainable is the priority focus for IMMAF to ensure its independent survival.

IMMAF will continue to develop its broadcast sales, which have proved a successful investment from 2014 – 2015, particularly with the recent securing of the Extreme Sports Channel deal which should alone gross an estimated \$100,000 per annum. IMMAF's main commercial value at this time is in its broadcast reach and through increased broadcast coverage IMMAF can expect to leverage increased sponsorship opportunities.

In order to harness these opportunities, IMMAF would benefit from the services of a professional Commercial Director to help the organisation to continue its development for long term financial stability. Despite in kind sponsor deals and relationships being established in 2015, IMMAF has not secured a single financial sponsor



outside of the UFC. This is a serious matter that needs addressing with a sense of urgency, and those skill sets and the availability of the time required to develop relationships with potential sponsors cannot be found in the current board or executive team.

Licensing and host fees for IMMAF's Championship events will provide another income stream, which is set to increase over time as National Federations grow in wealth. Income streams from Member Services will provide a further consistent area of revenue in 2016, including services such as MyNextMatch and IMMAF's Progression Scheme, separately listed.

2. The IMMAF board has now agreed to take forward a progression scheme that was developed by our member federations of France and the UK. A video resource has already been produced of the techniques. In 2016 IMMAF will promote the scheme to all federations that wish to adopt it. This will provide revenue opportunities for the national federations but also for the IMMAF who will take a small percentage of every progression taken worldwide, through gradings of participants and certification of officials and coaches. This is a very unique opportunity within sport governance, that we cannot afford to miss out on.

3. Increasing IMMAF's membership engagement is critical to our strength as an organisation, the development of the sport worldwide and to increasing potential income from membership. We need to become more focused and driven to achieve an increased international representation across all the continents. To harness direct revenue from IMMAF's membership, the plan is to offer all IMMAF national federations the MyNextMatch online member management platform.

National federations will not be charged for this, but the IMMAF and the developer of the system will take a small percentage of every individual membership fee globally.

We will continue to drive the growth of membership by channelling our energy as follows:

- Through communication and service to our international federations
- Through implementation of the MyNextMatch digital platform to develop and promote the sport and income streams, nationally and internationally
- Through investment in and support to existing federations to support growth and revenue streams.

4. The IMMAF has punched above its weight in terms of increasing audience reach through PR and social media, and in terms of brand development. Although IMMAF has gained followers on its social networks, increased its content output and departed from its 2012 -2014 brand strategy; further investment is yet needed in social media and creative design to increase audience traction and brand value. This in turn will increase the market value of the IMMAF to sponsors and advertisers, helping to secure revenue. It will also allow more time to be allocated to media communications and the garnering of third party news coverage. During the year, as well as employing a Marketing and Communications Director, we also took on a part-time news reporter (in August) responsible for creating original content for the website and social media platforms. This work is relentless and we need to add further capacity. The team could benefit from the appointment of a Creative Director who can take the lead on all presentational material and create the IMMAF brand, and a full time Social Media Manager dedicated to increasing traffic. Ideally, the part-time role of Content Manager should be increased to full time to support content writing for PR and marketing purposes.

5. We must become signatories to the WADA code in 2016. IMMAF now has an anti-doping policy that is in line with and compliant to the WADA code. Taking the next step to becoming a signatory to the code seems more reliant on political influence than any practical work that we may still need to do. This is important from a recognition perspective and will take us one step closer to joining the family of Olympic Sports.

6. If the federation is to continue to grow and develop it needs to develop a stronger executive team. This plan outlines key steps to enhancing IMMAF's structure and processes, to expand the organisation from 4 members of staff and an ad-hoc voluntary board to a competent professional executive with key roles and responsibilities, reporting to a strong board enabled to steer the future direction of the sport.



FINANCIAL CONTROL AND RISK MANAGEMENT

- Approve and monitor the financial process (full cycle) to enable effective management of the business.
- The IMMAF board has implemented a policy for the CEO to make company expenditure. The CEO can authorize expenditure up to \$10,000. Expenditure above \$10,000 and up to a limit of \$30,000 must be signed off by at least 2 Directors. Expenditure above \$30,000 must be authorized by the whole board of Directors.
- The General Assembly of IMMAF has approved the appointment of Independent auditors Leif Skarle, a Stockholm

authorised public accountancy firm.

- The CEO reports to the board on a monthly basis which includes an activity and financial report.
- Ensure that all risks are assessed, managed and mitigated to ensure the potential threat to the business is minimised.
- The IMMAF board are aware that the company needs to build a reserve which should be at minimum a 1 year contingency policy.

EXECUTIVE FINANCIAL SUMMARY


Income and Expenditure Account for the period Feb 2016 - Feb 2017

	Feb 16 – Apr 16	May 16- July 16	Aug 16 – Oct 16	Nov 16 – Jan 17	Total
Income	\$ (USD)	\$ (USD)	\$ (USD)	\$ (USD)	\$ (USD)
UFC Sponsorship	162,500	162,500	162,500	162,500	650,000
UFC World Championships Sponsorship	85,000	85,000	80,000	0	250,000
UFC digital rights fee	100,000				100,000
Event Participation fees	90,000	90,000			180,000
Additional IMMAF Sponsorship	50,000	50,000	50,000	50,000	200,000
Hosting Right fees	25,000	25,000	25,000	25,000	100,000
TV rights	25,000	25,000	25,000	25,000	100,000
My Next Match	2,500	2,500	2,500	2,500	10,000
Total Income					1,590,000
Expenditure					
Central Salaries	177,662	177,662	177,662	177,662	710, 650
Office rent	2,640	2,640	2,640	2,640	10, 560
Operations Governance and the Board	32,300	32,300	32,300	32,300	129, 200
World Championships	149,350	149,350	149,350		448,050
Administration	5,710	5,710	5,710	5,710	22, 840
Accounting and Legal	24,250	24,250	24,250	24,250	97, 000
Sport Development and Growth	47,438	47,438	47,438	47,438	189, 755
Contingencies					10, 940
TOTAL					1, 618, 995
Surplus to reserves					201,005


KEY PERFORMANCE INDICATORS TRACKING SYSTEM

The Executive Team will be held accountable and therefore will have the opportunity to ensure that the Board are involved in the strategic decision making process, whilst allowing the Executive Team to focus on the implementation of actions raised both within the committees and Board meetings.


The following plans have been drafted to highlight the key areas of activity across the Federation. Each action has a specific measurement and time frame on which the Executive and Committees will be assessed and in addition a status column has been included to quickly identify those areas that are on track or not, so action to address these can be taken. These key areas do not include the normal day to day operational issues of the Federation which are included in the draft income and expenditure budget highlighted above.



Green highlights that the action is on track to meet the objectives. Actions that have not started will remain green until such time it is off track.



Amber highlights that the action is off track either in respect of the timings and or costs.



Red signifies that an action will not be achieved and will require a significant investment in either time, money or a complete re-evaluation in order to achieve key goals. A decision may be made for practical reasons to not go ahead with the action.

CREATING A SUSTAINABLE OPERATIONAL AND FINANCIAL MODEL FOR THE FUTURE

Our financial model for sustainability depends on a critical mass of members who will become subscription members of our national federations. The difficult job ahead is to drive up membership numbers in our national federations. Some individual members will only have a recreational interest, others will be competing at national and international level or will want to become judges and referees. Whatever their pathway, IMMAF needs to encourage our members to engage with their customers and drive that participation through the IMMAF progression scheme that will sit on the MyNextMatch custom-

er relationship online platform. This model would include key elements of development e.g. competitions, coach and official development as well as social media and PR tools to sport and generate revenue for the National Federation and the IMMAF, so that it can support the development of the sport internationally. To ensure the independent future of the federation, the IMMAF needs to establish a financial strategy that looks to develop a diverse sources of income, ranging from membership, coaching, event licencing, sanctioning of events, hosting rights fees, TV rights fees and progression scheme fees.

CREATING A SUSTAINABLE MODEL – Action:	Measurement	Date	Current status
Create a Financial Reserve Strategy	Strategy created	Feb 2016	
Begin to secure Hosting Rights Fees for Continental Championships	Model implemented. Contracts to be signed with host NF	January 2016	
Appoint Commercial Director	Appointment to be made	January 2016	
Generate commercial revenue from sponsorship and broadcast rights	Sign off by Board	January 2016	
Establish MyNextMatch as the IMMAF CRM Platform and begin to capture data and generate revenue	All NFs Member signed up	July 2016	
Develop and implement the IMMAF progression scheme in all NFs on the My Next match (MNM) platform	Fees coming to IMMAF via MNM	January 2016	
Appoint Creative Director and Social Media Manager to work to increase brand reach and value. Increase Content Writer hours to full time to include PR support	Appointment to be made	January 2016	

ENSURING APPROPRIATE GOVERNANCE

IMMAF, following almost 4 years of development and growth as an international Federation, has moved to enshrine appropriate levels of sports governance. These changes are now reflected in IMMAF's new statutes approved by the General Assembly on 18th November 2015. In addition, a new and diverse board and committee structure has been developed to

monitor and evaluate the executive staff delivery of the federation's 8 year strategy.

In order to ensure that we commit to achieving this we need to focus on the following key areas:

ENSURING APPROPRIATE GOVERNANCE – Action:	Measurement	Date	Current status
Develop a IMMAF National Federation Handbook	Sign off by Board	January 2016	
Develop and implement the MyNextMatch CRM in every federation	Sign off by National Feds	July 2016	
Develop new Committee Structures with appropriate Terms of Reference	Sign off by Board	March 2016	
Further develop and implement the IMMAF progression scheme	Sign off by Board	February 2016	
Develop member due diligence process and develop IMMAF member policies, procedures and processes	Sign off by Board	March 2016	
IMMAF representative to attend member AGMs in 2016 and develop targets for improvement in governance and structure for member federations	Records kept of attendance, targets and achievements	Ongoing	
Ensure that appropriate insurances are in place for the Federation	Insurance in place	January 2016	
Appointment of PA to the CEO to enable more time allocated to implementing governance structures and managing staff reporting processes	Appointment made	January 2016	

GAINING RECOGNITION BY INTERNATIONAL SPORTS COMMUNITY

Key to the continued growth and success of the sport on a global stage is the recognition of IMMAF by organisations such as SportAccord. However the future of SportAccord is uncertain and so the IMMAF must explore all options available to it. Discussions have already begun with other bodies such as the Commonwealth Games Federation (CGF), The Association for

International Sport for All (TAFISA). This is a long process and requires a significant amount investment of time and money to carry out the ongoing job of lobbying these international bodies and individuals who have influence and can help us to achieve our goals.

Action	Measurement	Date	Current status
Create a PR/Marketing and Lobbying Strategy for IMMAF Recognition	Strategy in place and implemented	Ongoing from January 2016	
Create a Plan with milestones to achieve the minimum requirements for SportAccord Recognition and submit in autumn 2016	Completed apart from WADA signatory	August 2016	
Achieve all the governance milestones for recognition to other agencies e.g. WADA , CAS, Commonwealth Games Federation, TAFISA	Draft submission created	May 2016	

CREATING WORLD CLASS CHAMPIONSHIP EVENTS

Key to the growth of any sport is the establishment of aspirational, flagship competitions on a national and international front. This drives growth, participation and regulation as well as international recognition and financial revenues. In 2015 IMMAF exceeded its targets in this area. We had a Pan American Championships in Toronto during the month of March and the World Championships in Las Vegas in July. The World Championships ran very successfully with increased participation of individual athletes and nations from the previous year of 2014. Between the 19th and 22nd November the IMMAF team staged the first European Open Continental Championships which had even higher participation numbers than the World Championships (152). There are already plans in place to establish further Continental Open competitions in 2016, including the Asian Open (Japan), African Open (South Africa), Middle Eastern Open (Dubai), and the European Open (Czech Republic). IMMAF is in the process of securing signed contracts for these events. The strategy moving forward is that the host country federations will absorb the best part of the cost of these championship events through their own sponsorship deals, broadcast and ticket sales. IMMAF still retains the

responsibility to ensure that these championships are run in accordance with our soon to be complete Sport Organisation Rules handbook (SOR), certain areas of work will be centralised and we will require an IMMAF team on the ground to ensure the success and smooth running of these prestigious events.

In addition to the above, IMMAF will stage its 3rd World Championships in Las Vegas in July during UFC International Fight Week.

IMMAF has now implemented a World Ranking system for individual athletes and national teams.

It is important to note that these events are fundamental to a successful bid to SportAccord and other recognition bodies, because if we wish to be considered as an Olympic sport we must demonstrate that we have in place the qualification system for athlete participation in the Games which has universality.

Action	Measurement	Date	Current status
Successfully run the 3rd World IMMAF Championships	Event run	TBC July 2016	
Plan and deliver 4 Continental Open Championships	4 events run	November 2016	
Create a Championships manual to support nations who wish to organise a championships (SOR)	Manual created	December 2015	
Appointment of a Championships Director/Project Manager	Appointment made	December 2015	
Appointment of Michele Verroken to continue as IMMAF's anti-doping consultant	Appointment made	January 2016	
Retention of Safe MMA record keeper to manage medical clearance and database for IMMAF athletes	Appointment made	December 2015	

INCREASING NATIONAL FEDERATION MEMBERSHIP

IMMAF already has the required number of National Federation members to make its application to Sport Accord. However, we do need to continue to increase membership not least because the demand is out there and the potential for growth is huge. We still lack significant representation in Africa, Asia and Pan America. There are key countries such as Russia and China that are still not members of the IMMAF. Securing the membership of these global giants in 2016 will truly stand us apart as the sole representative international body, without question, for the sport of Amateur MMA.

While IMMAF continues to steadily increase its membership in 2016, the prime focus needs to be very much on ensuring good governance and structure within existing member federations and providing developmental support (outlined under Ensuring Appropriate Governance above). While IMMAF's Technical Committees will improve the level of support that IMMAF is able to offer members, additional administrative staffing is required.

Action	Measurement	Date	Current status
Review the criteria for IMMAF Membership and increase revenue opportunities through the My Next Match online platform.	70 Countries across at least 5 continents	December 2016	
Appointment of additional membership support and federation development staff	Appointment Made	March 2016	
Increase membership in Pan America, Oceania and Africa by at least 50%; and in Asia by at least 20%	New Members formally signed to IMMAF	December 2016	
All IMMAF observational members to be full members		June 2016	

CREATE A STRONG COACH, OFFICIAL AND PARTICIPANT DEVELOPMENT MODEL

To raise technical standards of participants through the provision of quality technical programmes appropriate progression schemes, structured competitive opportunities delivered by a technically competent, highly trained workforce.

MMA is a highly technical sport and therefore we want to raise technical standards of participants through the provision

of quality technical programmes, appropriate to progression schemes and structured opportunities delivered by a technically competent, highly trained workforce. Therefore it is essential that our pathways consider progression from a technical and competitive perspective, the identification of competition, talent and player pathways, as well as the development of our work force.

Action	Measurement	Date	Current status
Develop a Coach Education Programme and Structure,	Delivery of Level 1 course	February 2016	
Further develop officials' programmes	Delivery of 1 Official and 2 Referee Courses	December 2015	
Establish a player progression structure to assist the development of MMA player	Run 100 progression sessions within the first quarter of operation	December 2015	

ADDITIONAL SUPPORT FROM UFC

The IMMAF would benefit from;

- Greater visibility at UFC events (i.e. information booth, in venue video, program ads, other assets)

- A PR campaign that helps Amateur MMA to gain recognition as a safe, clean, well regulated sport

- Continued business development support from the Partnerships Department

- Promotion of IMMAF events and activity on appropriate UFC social media platforms

- Support around international athlete training camps

- Appearances of UFC athletes at IMMAF events.

- Support the IMMAF in their efforts to become a WADA Code Signatory

IMMAF STAFFING PLAN

Staffing Plan	2014	2015	2016 status
CEO	•	•	•
Communications Director		•	•
Commercial Director			•
Creative Director			•
Event Manager		•	•
Membership Relationship Manager		•	•
Membership Relationship Coordinator			•
Social Media Manager			•

IMMAF GROWTH & ACTIVITY

Key Data	2014	2015	2016	2017
National Federations	37	50	65	85
International Competitions	1	3	5	7
Education Seminars (Officials, Coaches, Cut Men)	1	3	6	7
Broadcast Content (hours)	14	20	50	60
Social Media (all growth 100% organic with no spend)				
Facebook	No data	33,000 post (weekly) 8,929 Likes	45,000 (weekly) 11,500 Likes	58,500 (weekly) 14,950 Likes
Twitter	No data	6,000 Followers	10,000	13,000
IMMAF Website	No data	37,347 page views 18,175 visits (monthly)	48,551 23,627	63,116 30,715
YouTube	Zero	36,920 views	47,996	62,394
National Federation Social Media (Cumulative Audience)	No data	139,000	175,000	250,000

COMPARISON OF UFC CONTRIBUTION AS OVERALL % OF IMMAF BUDGET 2015 AND 2016

\$ USD	2015	%		2016	%
Total income	1,252,247	100		2,014,000	100
UFC	1,017,470	81		1,424,000	71
IMMAF	234,777	19		590,000	29



SUMMARY

The draft delivery plan for 2016 takes into account all the operational and day to day management responsibilities and goals of the federation within the overall budgets. It highlights additional resources required in order for IMMAF to realistically achieve its goals, including financial sustainability, in 2016.

Key measurable developments have been identified in more detail to include, not exclusively:

1. Appointment of a Commercial Director to create financial sustainability & growth.
2. Implementation of the IMMAF Progression Scheme.
3. Implementation of the online platform MyNextMatch into every Federation.
4. Creating 4 Continental Open Championships & 3rd IMMAF World Championships.

5. Increasing National Federation membership and their revenue opportunities.

6. Creating a strong coach, official and participant development model

A running theme throughout IMMAF's departments is the necessity of developing an expanded and stronger executive team if the Federation is to continue to grow and develop as it needs. This plan has outlined the key steps required to enhance IMMAF's structure and processes, in order to enable success both for the organisation and for the future of MMA.





IMMAF

INTERNATIONAL MIXED MARTIAL ARTS FEDERATION

APPENDICES

APPENDIX 1: REVISED STATUTES

CHAPTER 1: GENERAL PROVISIONS

ARTICLE 1

NAME AND HEADQUARTERS

1. The name of the organization is International Mixed Martial Arts Federation (IMMAF).
2. IMMAF is a non-profit organization, composed of autonomous and independent national federations and other national organizations.
3. The federation is constituted according to Swedish law as founded in Stockholm, Sweden the 29th of February 2012 and is formed for an unlimited period of time. The headquarters shall be located in the country of the President unless otherwise decided by the Board of Directors.

ARTICLE 2

OBJECTIVES

IMMAF is an independent federation of Members as detailed in Article 5 and the Membership Bylaw and represented by its President and Board of Directors.

The objectives of IMMAF are to:

1. promote and develop the sport of mixed martial arts (MMA) at all levels, as a means to contribute to the positive development of society;
2. assist its Members in strengthening their position as national leaders;
3. develop specific services for its Members and provide them with assistance, training and support;
4. increase the level of recognition of IMMAF and its Members by ARISF and the Olympic Movement stakeholders as well as by other entities involved in sport;
5. organize international championships, tournaments, contests between countries and large sporting events (world championships, continental championships, world cups, continental cups and open international tournaments);
6. provide administrative and other appropriate support to its Members;
7. recognize the autonomy of its Members and their authority within their restrictions;
8. promote closer links among its Members and between its Members and any other sport organization;
9. coordinate and protect the common interest of its Members;
10. collaborate with organizations having as their objective the promotion of MMA on a world-wide basis;
11. collect, collate and circulate information to and

among its Members.

12. To abide by the World Anti-Doping Code, its Code of Conduct and policies designed to combat corruption, illegal betting and other actions that may negatively impact the reputations of IMMAF and its Members;
13. Appoint committees as outlined in these Statutes;
14. To respect any disciplinary action taken by the Anti-Doping Disciplinary Committee, as required for the good conduct of IMMAF including, but not limited to, a fine, service to the IMMAF community, suspension for a period of time, exclusion from participation in the affairs of IMMAF by any athlete, administrator, athlete support personnel, technical official, club or organisation associated with IMMAF, arising from or connected with any contravention or breach of these Statutes or any rule, by-law, regulation or policy approved pursuant to these Statute.
15. To ratify and enforce any decision taken by the Arbitration Committee provided that no further appeal to the Court of Arbitration of Sport has been lodged.

ARTICLE 3

NON-DISCRIMINATION, REPRESENTATION OF WOMEN

1. IMMAF and its Members reject all forms and means of discrimination against individuals, groups of people, organizations or countries of ethnic origin, gender, language, religion or politics.
2. IMMAF supports a fair representation of women in MMA activities and in the management of the sport.

ARTICLE 4

OFFICIAL LANGUAGE

1. The official language of the IMMAF is based on English.
2. The representatives of the Members of IMMAF can use their own language during meetings, provided they have an English interpreter, if needed. However, all minutes shall be written in English.

ARTICLE 5

RIGHTS FOR: TRADEMARKS, COPYRIGHTS, FILM, ADVERTISING, MERCHANDISING, TV AND FILM RIGHTS, SANCTIONING & INTELLECTUAL PROPERTY

1. IMMAF owns any and all commercial rights related to its operations and competitions of whatsoever nature now and in the future, including but not limited to, intellectual property, sponsorship, broadcasting and re-broadcasting, photographs, video, social media posts and contributions, logos, trademarks, value in kind and media in any format in use now or developed in the future.

2. IMMAF reserves the right for any film, television, media tools or advertising
3. Any contribution from its Members or its Board of Directors and its President are the property of IMMAF.
4. All intellectual property shall remain the property and remain within the IMMAF.
5. IMMAF events shall be subject to the sanctioning by the Board of Directors.

CHAPTER 2: MEMBERSHIP

ARTICLE 6

CATEGORIES OF MEMBERS THE MEMBERS OF IMMAF ARE:

1. Full Member means a Member who has satisfied the Official Membership obligations (as stated in Article 9) and paid fees as outlined in the Fee Bylaw and is entitled to one (1) vote at the General Assembly.
2. Individual Member means an initial applicant who has satisfied the Initial Membership obligations including paying fees as outlined in the Fee Bylaw. Individual Members have no vote at the General Honorary Members – See Article 11.

ARTICLE 7

CONDITIONS FOR APPLICATION OF MEMBERSHIP, APPLICATION PROCEDURES & CONDITIONS

1. Membership is available to any MMA organization which groups together the majority of the State/Provincial National Federations (or organizations) throughout its nation and practices its sport and holds regular national
2. Application conditions:
 - a. If in any country there is more than one MMA Federation, IMMAF will have to accept among its Members, the one officially recognized by the National Olympic Committee or Government Sport Authorities.
 - b. An individual can be appointed to become an Individual Member of the IMMAF, and thereby temporarily represent the country, with the assignment to establish a democratic National Federation.
 - c. Maintaining membership in IMMAF is the primary obligation of any Member. The obligations of a Member under these Statutes supersede the obligations of a Member to any other body.
 - d. A Member may have its membership revoked if:
 1. the Member resigns its membership;
 2. the Board of Directors makes a decision, affirmed by the General Assembly, to exclude the Member pursuant to Article 16; or
 3. The relevant legal entity of the Member is

dissolved or inactive pursuant to the laws of its nation.

- e. Application for Membership.
 1. Request and Procedure for Admission:
 - i. An application to the administration to be admitted as a member must be sent to the IMMAF Headquarters and must include the following:
 1. the applicant's official address and contact details;
 2. a copy of the governing statutes, constitution or bylaws of the applicant;
 3. if deemed necessary by IMMAF, documentation and/or written confirmation from the competent national authorities of the applicant's country may be requested;
 4. a written commitment by the applicant to comply with, and ensure compliance from its representatives, officials and athletes with, these Statutes, IMMAF Bylaws, IMMAF Competition Rules, the IMMAF Code of Ethics and the IMMAF Disciplinary Code and decisions.
 5. a summary of the past and present activities of the applicant in regards to the development of the sport of mixed martial arts in the relevant country;
 6. a list of the applicant's active members (i.e. number of clubs, athletes, coaches, Officials and Competition Officials affiliated to or registered with the applicant). writing to the applicant. The applicant shall have sixty (60) days from the date of the notice to provide the additional information or clarification requested by IMMAF.
 - f. The Administration shall verify that each application for admission is complete and shall compile a detailed report for the Board of Directors describing the applicant's role in supervising MMA in the relevant country and providing general information on the organization of the applicant. In particular, the report shall assess the capability of the applicant to act in the interest of MMA in the relevant country.

ARTICLE 8

APPLICATION PROCEDURES & CONDITIONS

1. Membership shall be subject to the approval of the Board of Directors and ratified at the time of the next General Assembly.
2. On the basis of its investigation, the Board of Directors shall issue recommendations to the General Assembly.
3. The conditions for Membership approval are as follows:
 - a. Applications are made on a form prescribed by IMMAF, together with the applicant's adopted statutes which shall include provisions committing the applicant to implementing IMMAF's policies including but not limited to anti-doping,

non-discrimination, anti-corruption and illegal betting.

- b. The Applicant shall report the number of affiliated academies/gyms/clubs/associations of the National Federation.
 - c. If requested, the Applicant shall report its accounts and other documents to IMMAF for review.
 - d. The applicant has to pay the Membership subscription no later than the 30th of June each year.
4. In addition to the above rules, the Board of Directors is competent to enact guidelines implementing the provisions on admission, and to determine transparent and objective criteria for admission into IMMAF.
5. Should the Board of Directors find there is appropriate reason for denying an application, IMMAF will notify the General Assembly and the applicant of the reason for the denial of the application.

ARTICLE 9

FULL MEMBERS' OBLIGATIONS

All Full Members have the obligation to:

1. be a democratic National Non-Profit Federation, that has as its objective to nationally promote the sport of mixed martial arts (MMA) at all levels, as a means to contribute to the positive development of society;
2. comply unreservedly with the Statutes Regulations, directives and decisions of IMMAF;
3. to ensure their Statutes, bylaws and contain the following provisions or language supporting these positions:
 - a. the Member and its representatives reject all forms and means of discrimination against individuals, groups of people, organizations or countries based on ethnic origin, gender, sexual orientation, language, religion or politics;
 - b. The Member and its representatives will abide by the World Anti-Doping Code and policies designed to combat corruption and illegal gambling;
 - c. the Member will have provisions for a transparent process for the suspension or removal of officers or officials that are charged and/or convicted of violations of the law, Member and/or IMMAF codes of conduct and/or codes of ethics, in order to ensure the transition of authority in the Member entity does not disrupt the operations and/or mission of the Member
 - d. the Member expressly agrees that the exclusive process and forum for any disputes relating to IMMAF will be arbitration as identified in Article 43 of these Statutes.
4. Have their executive bodies and disciplinary bodies elected by their respective General Assembly;
5. Notify IMMAF, in writing, of any modification in their constitution/statutes, regulations and directives or of the

inclusion of any new discipline to their National program.

6. To abstain from behavior detrimental to IMMAF and its Members.

7. Within a year from becoming full members send, to IMMAF, the minutes of their General Assembly and independently audited annual financial reports.

ARTICLE 10

INDIVIDUAL MEMBER STATUS

1. The Board of Directors may grant the status of Individual Member to any individual considering joining the IMMAF. This status shall not carry any right to speak except on the invitation of the President or his/ her substitute.
2. Individual Member status will be valid for a maximum 1-year term, unless the Board of Directors finds there are extenuating circumstances and authorizes a prolongation of such status.
3. An Individual Member that becomes applicant for Full Membership may not be represented at the General Assembly where its application for Membership is considered, in any capacity, unless invited to reply to specific questions, until after it has been elected as a Full Member of IMMAF whereupon the status of Individual Member shall cease.
4. An Individual Member has the right to be informed regarding all relevant meetings, agendas, news, decisions and outcomes from meetings and assemblies.
5. Individual Members have the assignment to establish a National Federations
6. An Individual Member has the right to participate in any IMMAF event, if the eligibility criteria are met.

ARTICLE 11

HONORARY MEMBERS

The General Assembly may, upon a proposal by the Board of Directors, grant the title of "Honorary President" or "Honorary Member" respectively to a retiring President or a retiring Board of Directors Member for their outstanding services to IMMAF. They may attend the General Assembly, but do not have the right to vote.

ARTICLE 12

FULL MEMBERS' RIGHTS

Full Members have the right to:

1. receive in advance the agenda of the General Assembly;
2. be called to the meeting within the prescribed time;
3. take part to the meeting and to exercise their right to vote;
4. be informed of the state of IMMAF;
5. call for an Extraordinary General Assembly in accordance with Article 27 below;
6. participate in voting and in elections;
7. propose items for consideration regarding the Agenda

of the General Assembly;

8. nominate candidates to the Presidency of IMMAF;

9. nominate candidates to the Board of Directors of IMMAF.

10. exercise any other right arising from the Statutes, Regulations, Directives and Decisions of IMMAF

11. Participate in any IMMAF event, if the eligibility criteria are met.

ARTICLE 13 RESIGNATION

1. A Member may resign at any time, provided that at the time of resignation the member has no outstanding liabilities to IMMAF.

2. Such resignation shall take effect immediately upon receipt of a notice or resignation signed by the authorized person(s), and shall be reported in the revision to the next General Assembly by the Administration of the IMMAF.

3. Any Member intending to relinquish Membership must inform the Administration of IMMAF of this intention by registered mail. Any outstanding membership fees must be paid. Any membership fees already paid will not be refunded.

ARTICLE 14 REVISION OF MEMBERSHIP

Modifications of its Statutes/Constitution, Regulations and Directives by a Member, or inclusion of new disciplines to its program, may result in the revision by the General Assembly of its Membership of IMMAF.

ARTICLE 15 SUSPENSION

1. The Board of Directors may, by a 2/3 decision, suspend until the next General Assembly, a Member who fails to comply with provision of the Statutes, Regulations, Directives and Decisions of IMMAF, and in particular for the following reasons:

- a. Non-payment of any liabilities due to the Federation following at least one written warning by IMMAF.
- b. Dissolution of a Member of a Member Federation.

2. A final decision must be made by the next General Assembly, provided the suspension is still in force at that time.

ARTICLE 16 EXPULSION

A Member shall lose its Membership of the Federation, on a Resolution passed by a majority of 50% +1 of the Federation in General or Extraordinary Assembly notably for the following reasons:

1. Refusal to pay any liabilities due to the Federation. (This does not apply for Honorary Members.)
2. Non-payment of any membership fees due to the

Federation. (This does not apply for Honorary Members.)

3. Refusal to comply with the provision of the Statutes, Regulations, Directives, Decisions, policies and disciplinary actions of IMMAF.

4. Loss of or not gaining its status as representative of its sport at the national level. (This does not apply for Individual Members.)

5. Behaviour detrimental to the federation.

6. Behaviour detrimental to the sport of MMA.

7. Serious infringements of membership of MMA.

8. Failure to comply with directives of the Board of Directors.

9. A notice of notification to a Member shall be deemed to have been properly served, provided it was sent to the last address indicated by the Member to the Administration.

10. Notification regarding suspension, expulsion or dissolution shall always be sent by registered mail.

CHAPTER 3: ADMINISTRATION OF THE FEDERATION

ARTICLE 17 BODIES

The following comprise the bodies of IMMAF:

1. The General Assembly is the supreme and legislative body of IMMAF.

2. The Board of Directors is the executive body.

3. The Administration (administrative staff) is the administrative body.

4. The Arbitration Committee is the body that resolves disputes.

5. The Financial Audit Committee is the body that is tasked by the General Assembly to oversee the audit and the financial activities of IMMAF.

6. The Anti-Doping Committee is the body, which oversees all aspects of the anti-doping policy and process.

7. The Anti-Doping Disciplinary Committee is the body, which will hear any allegation made of a breach of the IMMAF Anti-Doping Policy.

8. The Disciplinary Committee is the body, which will hear any allegation made of a breach of IMMAF's rules and Code of Conduct.

9. The Nomination Committee is the body that is the body that is tasked by the General Assembly to propose candidates for elections.

GENERAL ASSEMBLY

ARTICLE 18 DEFINITION, ORGANIZATION

1. The General Assembly is the meeting attended by all the Delegates of the Members of IMMAF. It is the supreme and legislative body of IMMAF.
2. Only a General Assembly properly convened, has the authority to exercise its powers.
3. The General Assembly may be ordinary or extraordinary.

ARTICLE 19

POWERS OF THE GENERAL ASSEMBLY

The General Assembly:

- a. adopts or amends the Statutes, regulations and directives of IMMAF;
- b. approves the minutes of the last General Assembly;
- c. admits, suspends or expels a Member;
- d. elects the President – Board of Directors, Arbitration Committee;
- e. elects the Financial Audit Committee independent of the Board of Directors;
- f. approves the budgets, financial statements and the activity reports;
- g. sets the amount of the membership fee on the recommendation of the Board of Directors;
- h. bestows, on a proposal by the Board of Directors, the title of Honorary President of a Member or a person who rendered outstanding services to IMMAF;
- i. exercises any other competence specifically attributed to it by the statutes, regulations and directives of IMMAF.

ARTICLE 20

DELEGATES

1. Each Full Member's delegation is limited to a maximum of three (3) persons, excluding members of the Board of Directors. However, each Full Member is only entitled to one (1) vote.
2. A delegate may speak on behalf of another Member only if specially requested by the relevant Member.
3. All delegates other than the President, Chairman or Secretary General of the Member may send to the Administration (time permitting) a power of attorney mandate (proxy) signed by one of the above mentioned three officers, which he/she must carry on the day of the General Assembly.

ARTICLE 21

QUORUM

1. The chairperson of the congress may only declare the official opening of congress when at least one third 1/3 of the member national federations are present and when at least 3 different continents are present.
2. The quorum for business entailing changes of these Statutes, or the dissolution of the Federation shall be 2/3 (two thirds) of the Members having voting rights.
3. The quorum for acceptance of a candidate to

membership status shall be 50% + 1

4. In the absence of a quorum, a second General Assembly shall be held 3 hours after the first was due to convene, with the same agenda. In that second General Assembly, no quorum is required, unless an item on the agenda proposes the amendment of the IMMAF Statutes, the election of the President and Board of Directors, the expulsion of a Member or the dissolution of IMMAF.

ARTICLE 22

VOTING

1. Each Full Member who has satisfied all its financial obligations toward IMMAF at the time of the meeting is entitled to vote according to his/her membership status.
2. Each Member, entitled to a vote must submit their membership fee regularly (every year) to maintain their right to vote.
3. Delegates may represent one (1) additional Member if an appropriate proxy authorization has been submitted in writing to the Board of Directors via the Administration prior to start of General Assembly.
4. All decisions shall be made by the majority of the votes, validly cast by the official delegates who have voting rights with the exception of any indication to the contrary in these
5. Illegible, void, blank or improper ballot votes and abstentions shall not be included in the count of validly cast votes.
6. The President shall have a casting vote in the event of a tied vote.
7. Voting shall be conducted by a show of hands, unless 2 (two) or more Members should request a secret ballot or in the case of elections which shall also be a ballot.
8. Acceptance of new Members, dissolution, suspension, expulsion, amendments to the Statutes, Modification of the agenda, declarations of principles, require the majority of the votes validly cast as detailed in Article 21.

ARTICLE 23

ELECTIONS

1. Elections are held on the basis of the simple majority, with the exception of any indication to the contrary in these Statutes.
2. Election of the President is held on the basis of the absolute majority (50%+1) of the votes validly cast.
3. In the event the simple majority is not reached in the first round, a second round of voting will occur (in this vote illegible, void, blank or improper votes and abstentions shall not be included in the account of validly cast votes). If a simple majority is not reached in the second round of voting, the Board of Directors in place at the beginning of the General Assembly shall resolve the impasse through a majority vote.
4. Similarly, for the posts of Directors:

- a. If there is the same number of candidates as available posts, the candidates shall be elected by acclamation.
 - b. If there are more candidates than posts available, the candidate/s who receive/s a simple majority shall be elected and another ballot shall be held and the candidate/s receiving a simple majority shall be elected. This process will be repeated until the number of available posts is filled. If there is still a tie in the votes, the election will be decided by a toss of the coin.
 - c. However, if no candidate receives a simple majority, the candidate receiving the smallest number of votes shall be removed from the ballot and another vote held until a candidate/s receive/s a simple majority.
5. Voting for elections shall always be carried out by secret ballot whenever there is more than 1 (one) candidate for the office up for
6. In the event that there is only one candidate for the position, the appointment will be carried out by acclamation, unless an election by secret ballots is requested by at least 2 (two) Members having voting rights.
7. A Full Member may represent by proxy one (1) additional Full Member, provided that written proxy authorization has been submitted to Board of Directors via the Administration prior to start of General Assembly.

ARTICLE 24

ELECTION OF THE PRESIDENT

1. Any representative of a National MMA Federation can stand as candidate to the presidency of IMMAF subject to:
- a. his/her Federation is a Full Member of IMMAF;
 - b. he/she has never incurred any criminal conviction that could harm IMMAF's reputation and/or interests.
2. During the election of the President, the outgoing President shall, if seeking re-election, surrender the chair to a "chairperson pro- tempore," elected by the Assembly, who will then conduct the election.
3. If re-elected, the out-going President, subject to the provision of Paragraph 1 in this Article, resumes his/her position after the election and continues to chair the General Assembly.
4. The newly elected President and Board of Directors members take office immediately upon election.

ARTICLE 25

ORDINARY GENERAL ASSEMBLY

1. The Ordinary General Assembly shall be convened by the Board of Directors every 4 (four) years.
2. At least 4 (four) months before the date of the General Assembly, the Administration shall send a formal notice of the meeting to all Members indicating the date, time and venue for the meeting pursuant to Article 18.

3. Any Member wishing to add a new item to the agenda must submit it to the Board of Directors no later than 3 months prior to the meeting.
4. At least 1 (one) month prior to the General Assembly, the Administration shall circulate the final agenda as prepared by the Board of Directors, together with the Activity Report (the Activity Report is a document where the IMMAF's activities, during the period since the last General Assembly, have been plainly compiled) and any other relevant documentation including the budget and the audited accounts.
5. Together with the final agenda, the Administration shall circulate details of any membership applications and a brief description.
6. All proposals to modify the IMMAF Statutes should be communicated in writing to the Administration at least 3 (three) months prior to the General Assembly.

ARTICLE 26

AGENDA FOR ORDINARY GENERAL ASSEMBLY

1. The agenda shall contain the following items:
- a. Opening of the meeting.
 - b. Roll call (by an assigned Board Member) for late-comers, registrations having been completed earlier).
 - c. Adoption of the agenda.
 - d. President's address.
 - e. Appointment of Scrutineers (if applicable).
 - f. Suspension or expulsion or a Member (if applicable).
 - g. Approval of the minutes of the previous meeting.
 - h. Activity report.
 - i. Financial matters:
 - I. Financial statements, balance sheet and accounts.
 - II. Auditors report and the matter of freedom of liability for the III. III. Board of Directors and the President.
 - IV. Budget for the coming term.
 - V. Appointment of external auditors.
 - j. Statutes - review, change or amendment of statutes and its Bylaws (if applicable).
 - k. Voting and elections (if applicable):
 - I. Election of IMMAF President.
 - II. Election of IMMAF Vice President.
 - III. Election of Board of Directors.
 - IV. Election of Financial Audit Committee.
 - V. Election of Arbitration Committee.
 - VI. Appointment of the Anti-Doping Committee.
 - VII. Appointment of the Anti-Doping Disciplinary Committee.
 - VIII. Appointment of the Disciplinary Committee.
 - IX. Appointment of Nomination Committee.
 - l. New membership applications.
 - m. Review membership fees and penalties.
 - n. Items presented for information.

- o. Items brought forward from meetings among Members.
- p. Date and place of next meeting.
- q. The Board of Directors may add any urgent matter to the Agenda of the General Assembly at any time.

ARTICLE 27

EXTRAORDINARY GENERAL ASSEMBLY

1. An Extraordinary General Assembly may be convened at the request of the Board of Directors or upon receipt of a written request from at least 1/5 (one---fifth) of the Members having the right to vote, no later than three (3) months after the request request has been received by the Administration. Notification of the meeting will be sent out to the Members at least 30 (thirty) days in advance.

2. The notification shall detail the reasons for convening an Extraordinary General Assembly. No business other than that specified in the notification shall be conducted at such Extraordinary Assembly.

ARTICLE 28

MEETINGS, CALLING AND CONDUCT

1. The President presides over every meeting of the General Assembly and of the Board of Directors If the President is absent the Vice-President will take his/her role in the meeting.

ARTICLE 29

MINUTES

1. The minutes of the meetings are recorded in English by the Administration and submitted for approval by the Board of Directors within 1 (one) month of the meeting.
2. No correction of or alteration to the minutes will be accepted without written notification to the Administration, duly received and acknowledge, within 1 (one) month of the date of circulation of the minutes to the Members.
3. The minutes are submitted for approval at the next General Assembly.

BOARD OF DIRECTORS

ARTICLE 30

COMPOSITION & ELECTION

1. The Board of Directors is the executive body of IMMAF. It consists of minimum 5 to maximum of 9 members.
2. The President, elected by the General Assembly
3. One Vice President elected by the General Assembly
4. The Board Members will fill all remaining positions not filled to a maximum total board of 9 members elected by the General Assembly
5. The Board of Directors may appoint a Board Member to a specific assignment (i.e., referee, rules etc.).

- a. his/her Federation is a Full Member of IMMAF for 4 (four) years;
- b. he/she has never incurred any criminal conviction that could harm IMMAF's reputation and/or interests.

6. No Member country shall have more than one (1) member on the Board of Directors (excluding the President of IMMAF), unless there are insufficient candidates and the General Assembly elects more than one representative from a Member to serve on the Board of Directors.

7. The Board of Directors shall, as long as there are available candidates, include a representative from at least one Member on each continent where IMMAF has Members. For the Purposes of this provision, the continents shall be Oceania, Asia, Africa, Europe, Pan America.

8. Board Members may be compensated for their contributions if approved by the Board of Directors and if the compensation is approved in the annual budget

9. The Board Members will fill all remaining positions not filled to a maximum total board of 9 members elected by the General

10. Any representative of a National MMA Federation can stand as candidate to the Board of Directors of IMMAF subject to:

- (1) his/her Federation is a Full Member of IMMAF; he/she has never incurred any criminal conviction that could harm IMMAF's reputation and/or interests.

ARTICLE 31

ELIGIBILITY, TERM OF OFFICE

1. The candidates must have reached the age of maturity in their own country, and be in full possession of their civil
2. The Board of Directors who, during their term of office with IMMAF, lose their position with the Member affiliated to the organization which they represent shall continue to sit on the Board of Directors until the next General Assembly. A board member on resigning at the end of his/her term and seeking re-election to the IMMAF board must have the formal nomination of his/her National
3. A member of the Board of Directors may be disqualified as a Director if after a fact finding investigation it is discovered that:

- 3.1 He/she becomes physically and/or mentally unable to perform the duties of the office 3.2 for an extended period of time;
- 3.3 He/she is charged with criminal conduct that may potentially damage the reputation of IMMAF;
- 3.4 He/she is guilty of corruption related to and/or associated with his/her official duties for IMMAF
- 3.5 He/she resigns his/her office by notice in writing to IMMAF;
- 3.6 He/she dies;
- 3.7 He/she becomes an employee of IMMAF.

ARTICLE 32

ELECTION OF PRESIDENT AND BOARD OF DIRECTORS

1. Nominations for the Presidency and Board of Directors may be submitted by any Member and must be submitted in writing (email is acceptable) to the Administration at the latest 3 (three) months before the beginning of the meeting at which the elections will take place. The Administration will issue a note indicating the deadline to be observed, together with the notice calling the General Assembly.

2. Nominations, which arrive after the deadline shall not be taken into consideration.

3. After the deadline for receiving nominations has been reached, the list of nominees for President and Board of Directors will be distributed immediately to the Members.

4. The General Assembly elects the President and Board of Directors for a four (4) year term. The President and Board of Directors are eligible for re-election subject to Article 24.

ARTICLE 33

MEETINGS, QUORUMS

1. The Board of Directors shall meet at least once during each year.

2. The Board of Directors shall from its members select a Treasurer that is responsible for handling and documentation of all IMMAF's financial matters and a Secretary that is responsible for minutes of the meetings of the Board of Directors and the General Assembly.

3. Board of Directors meetings, time and place shall be called by the President with four (4) months prior written notice (email accepted) including agenda. The President can call for telephone meetings or other types of meetings where the Board of Directors do not need to meet physically with a prior notice of three weeks (email accepted) including agenda.

4. The quorum for meetings of the Board of Directors is met when the President plus 50% +1 of the Board of Director members are present, except in exceptional circumstances where the President is unable to attend and does not wish or is unable to cancel the meeting, in which case the quorum shall be satisfied with 1 (one) Vice President and 50% +1 of the Board of Director members.

5. Board of Director meetings may be held using modern media means (i.e. Video Conference or Web Cast).

a. The members of the Board of Directors all have one (1) vote each. If a ruling comes down to even numbers, the President casts the deciding vote.

b. In the event of a member of the Board of Directors having declared a conflict of interest (through, for instance, significant involvement in the matter at hand), he/she is not allowed to cast a vote.

c. In the event of the President having declared a conflict of interest (through, for instance, significant involvement in the matter at hand), he/she is not allowed to cast either a deliberative or casting vote. In such a case the Vice-President casts the deciding vote if a ruling comes down to even members.

ARTICLE 34

POWERS OF THE PRESIDENT

1. Represents and commits IMMAF with regard to third parties.

2. The President of IMMAF shall Chair the General Assembly, the Board of Directors and managing the Headquarters office, oversees the day to day running of the Federation.

3. He/she is authorized to make expenditures as outlined in Article 38.

4. He/she will represent IMMAF for all purposes within its legal existence and before the Courts.

5. The President shall be entitled to remuneration for his/her services and reimbursement of the reasonable expenses incurred by him/her in performing his/her duties.

6. The President may delegate certain of his/her powers to one of the Board Members at his/her own discretion. In absence of the President, IMMAF may be represented by the Vice President.

7. The President may choose administrative staff to help and assist him/her in the IMMAF office.

ARTICLE 35

POWERS OF THE BOARD OF DIRECTORS

1. The Board of Directors shall decide on a 50% +1 majority vote on any issues.

2. The Board of Directors:

a. is responsible in all matters that are not reserved to other bodies by the Statutes, regulations and directives of IMMAF;

b. prepares and convenes Ordinary and Extraordinary General Assemblies;

c. approves Membership, which will be ratified at the time of the next General Assembly;

d. can cancel provisionally the membership of any Member until ratification by the General Assembly;

e. appoints any commission it deems necessary at any time;

f. prepares all details and recommends any membership affairs to the General Assembly;

g. is responsible to ensure that each Board Member is accountable for fulfilling the tasks and assignments as directed by the Statutes, General Assembly, decisions of the Board or the President;

h. is sanctioning IMMAF events;

i. determines sanctioning Fees;

j. is allowed to establish committees to further develop

the organization.

ADMINISTRATION

ARTICLE 36 MISSION

1. The mission of the Administration is to implement the decisions made by the General Assembly and the Board of Directors, and carry out all the administrative duties of IMMAF, under the supervision of the President or his/her designee.
2. Members of the Administration do not have voting rights.

CHAPTER 4: MEMBERSHIP

ARTICLE 37 SUBSCRIPTION

1. Full Members and Individual Members of the IMMAF shall pay an annual subscription according to the following scales:
 - a. Individual Member – fee as outlined in the Fee Bylaw
 - b. Full Member – fee as outlined in the Fee Bylaw.
 - c. The amount of the subscription shall be decided by each General Assembly on a proposal from the Board of Directors and shall be payable annually no later than the 30th of June.
 - d. Should a General Assembly not be held in any one or more years, the same amount of subscription as the previous year shall become due on the 30th of June as appropriate.
 - e. Members who have not paid their annual subscription are not eligible for participation in any IMMAF event.

ARTICLE 38 FINANCES, LIABILITY

1. The President is entitled to remuneration for his/her services up to a limit agreed upon by the Board of Directors, within the limits of the approved budget and described in the Finance Bylaw.
2. The President is authorized to make expenditures up to a limit agreed upon by the Board of Directors, within the limits of the approved budget and described in the Finance Bylaw.
3. All expenditures exceeding the financial limits of the authority of the President must be authorized (within the limits of the approved budget) by a second authorized Board Member as agreed upon by the Board of Directors as described in the Finance Bylaw.
4. Members shall only be legally and financially liable, toward IMMAF and third parties, up to a limit of their

annual subscription to the IMMAF.

5. The financial year of the IMMAF shall run from the 1st of January to the 31st of December.

ARTICLE 39 FUNDING AND REVENUES

IMMAF is funded by:

1. Fees and fines from Members.
2. Contributions
3. Income from sports events.
 - a. Sponsors.
 - b. Public Subsidies.
 - c. Donations, inheritance presents.
 - d. Merchandise.
 - e. Sanction Fees.
 - f. Other Means.

ARTICLE 40 FINANCIAL BUSINESS PRACTICES

1. The President, Treasurer and any other appointed signatory must follow standard international financial business practices in all matters.

ARTICLE 41 FINANCIAL AUDIT COMMITTEE

1. An audit will be carried out at least once per year, with the understanding that additional audits may be carried out at intervals as deemed necessary.
2. All administration and any financial matters of the IMMAF are subject to auditing.
3. All financial documentation (including expenses, financial statements, balance sheets, receipts, banking information) are to be submitted as requested by the Financial Audit Committee.
4. The Finance Audit Committee will also oversee the internal audit, risk management and other functions normally undertaken by such a committee.
5. The Financial Audit Committee is allowed to participate in the Board of Directors meetings but has no voting rights in the Board.

CHAPTER 5: FINAL PROVISIONS

ARTICLE 42 INSURANCE – MEMBERS AND ATHLETES

1. All Members are responsible for obtaining insurance for their federations and athletes including coverage for sports accidents in national and international competitions.
2. IMMAF will not take responsibility for any Member liability.
3. IMMAF and its bodies accept no liability whatsoever

towards Members. The burden of proof for establishing any liability of IMMAF and/or its bodies rests with the Member.

ARTICLE 43 DISPUTES

1. Any dispute arising from, or related to the Statutes, Regulations, Directives, Operations and Decisions of IMMAF which cannot be resolved through the standard operational procedures of IMMAF can be brought forward to the IMMAF Arbitration Committee.
2. A non-refundable arbitration fee as outlined in the Finance Bylaw must be paid upon submission, in writing of the dispute to the IMMAF Arbitration Committee.
3. The Arbitration Committee is composed of 3 (three) arbitrators elected by the General Assembly. It elects its own chair and takes decisions by simple majority when all arbitrators are present. The Arbitration Committee's decision is the final position at IMMAF.
4. If the parties are not satisfied with the decision rendered by the Arbitration Committee regarding Sport matters, the IMMAF Board of Directors may suggest directing the issue exclusively to the Court of Arbitration for Sport (CAS), in Lausanne, Switzerland, applying its own procedural rules. Its decisions are final. Each party shall be responsible for its own costs.
5. Any appeal against a final and binding decision from any IMMAF body shall exclusively be submitted to the CAS, to the exclusion of any ordinary court of any country.
6. All other matters of dispute shall be handled in accordance with the law and in the jurisdiction of the country where the IMMAF Headquarters are located.

ARTICLE 44 INTERPRETATION

The authority for settling any dispute arising out of the interpretation of these Statutes shall reside with the Board of Directors for the time being, who shall seek the advice of the General Assembly before taking the final decision.

ARTICLE 45 MODIFICATION OF THE STATUTES

These Statutes may only be modified in spirit and meaning, by the General Assembly or by an Extraordinary Assembly convened especially for that purpose as described in "Article 21 – Quorums" of these Statutes.

ARTICLE 46 DISSOLUTION

1. The intended dissolution of the IMMAF shall require an Extraordinary Meeting of the General Assembly at which the proposed dissolution shall be the sole item on the agenda.
2. Any assets remaining after the dissolution of the Fed-

eration shall, after satisfaction of all its debts and liabilities, be applied to the furtherance of any objectives of the Federation as determined by the General Assembly at, or before, the time of dissolution.

3. If effect cannot be given to the foregoing provisions, they shall be given to a charitable under no circumstances shall they be paid to, or distributed among the Members of the Federation.

ARTICLE 47 INDEPENDENCE OF MEMBERS

1. These Statutes have been adopted at the IMMAF formation in Stockholm, Sweden, on the 29th of February 2012 and revised at the Extraordinary General Assembly in Birmingham, Great Britain, on November 18th 2015. They come into force immediately.
2. Any IMMAF MMA National Federation, being a Member of IMMAF, shall not be member of another world wide or international MMA Federation except that on special occasions, due to national regulations approved by National Olympic Committees or Government Sport Authorities, IMMAF Board of Directors may grant temporary special authorization.

ARTICLE 49 ENFORCEMENT

1. These Statutes have been revised and adopted at the General Assembly in Stockholm Sweden on the 29th of February 2012. They come into force immediately.
2. These Statutes, including its Bylaws will be distributed to all Members by email and posted on the IMMAF

ARTICLE 50 ANTI-DOPING

IMMAF recognizes the WADA, World Anti-Doping Code as the principal authority for its Anti-Doping policy. IMMAF has approved, on the 23rd April 2015, an Anti-Doping Policy consistent with the World Anti-Doping Code, which must be adopted and adhered to by each National Federation and Individual Member.

ARTICLE 51 RECOGNIZED JURISDICTION

1. IMMAF recognizes as the principal authority in all disputes and matters of arbitration (relating to sport), as the Court of Arbitration for Sport (CAS) jurisdiction and accept the Code of Sports-related Arbitration as defined.
2. All other matters of dispute shall be handled in accordance with the law and in the jurisdiction of the country where the IMMAF Headquarters are located.

ARTICLE 52 INDEMNITY

The Board of Directors, committees and commissions

of IMMAF and other official structures together with staff are indemnified against all losses, charges, costs, damage and all other expense and liability they may incur or be put to concerning the bona fide execution of their duties as officials of IMMAF, subject to compliance with the required fiduciary duties and duties of care and skill.

ARTICLE 53

DISCIPLINARY MEASURES

1. The IMMAF code of Conduct and Code of Ethics and the procedural rules approved by the Board of Directors shall govern all disciplinary measures under these Statutes.

2. The IMMAF Disciplinary Code will set a limitation period for prosecuting offences and executing disciplinary measures under these Statutes.

3. The Disciplinary committee, as appointed by the general assembly, will hear all matters related to violations of the Code of Conduct, the Code of Ethics and the Anti-Doping policies.

4. Any punishment determined by the Disciplinary committee must be in writing, delivered to the Member and the individuals subject to the discipline must be reported to the IMMAF board of directors.

5. A Member or individual who is subject to punishment, of any kind, may have an appeal of the punishment directly to the IMMAF board of directors.

ACCOUNTS 2014

ADMINISTRATION REPORT

The financial report is prepared in Swedish krona, SEK.

INFORMATION REGARDING THE OPERATIONS

International Mixed Martial Arts Federation (IMMAF), SE registration no 802464-8142, is a non profit organization constituted according to Swedish law and which is composed of autonomous and independent national federations and other national organizations. The non-profit organization was founded in 2012.

The objectives of IMMAF are to:

1. Promote and develop the sport of mixed martial arts (MMA) at all levels, as a means to contribute to the positive development of society;
2. Assist its Members in strengthening their position as national leaders;
3. Develop specific services for its Members and provide them with assistance, training and support;
4. Increase the level of recognition of IMMAF and its Members by GAISF and the Olympic Movement stakeholders
- as well as by other entities involved in sport;
5. Organize international championships, tournaments, contests between countries and large sporting Events (world championships, continental championships, world cups, continental cups and open international tournaments);
6. Provide administrative and other appropriate support to its Members;
7. Recognize the autonomy of its Members and their authority within their restrictions;
8. Promote closer links among its Members and between its Members and any other sport organization;
9. Coordinate and protect the common interest of its Members;
10. Collaborate with organizations having as their objective the promotion of MMA on a world-wide basis;
11. Collect, collate and circulate information to and among its Members.

Year summary

	2014	2013	2012
Net sales	4 885 412	1 262 203	715 893
Net profit of the year	521 089	14 626	90 169
Solidity (%)	59 %	63 %	82 %

Appropriation of earnings

Funds to dispose	104 795
Retained earnings	521 089
Net profit for the year	625 884
Proposal for disposition	625 884
Carried forward	625 884

Income Statement

	Note	2014	2013
Support Zuffa, LLC and donations received		4 061 491	1 262 203
Revenues World Championship		768 678	0
Other operating income		55 243	0
Total operating income		4 885 412	1262 203
Operating expenses			
Other external expenses	2	-3 917 697	-584 670
Personnel costs	3	-446 621	-662 628
Total operating expenses		-4 364 318	-1247 298
Operating profit/loss		521 094	14 905
Profit/loss from financial items			
Other interest income and similar profit/loss items		0	1
Interest expenses and similar profit/loss items		-5	-280
Total profit/loss from financial items		-5	-279
Profit/loss after financial items		521 089	14 626
Net profit for the year		521 089	14 626

Balance Sheet

	Note	2014-12-31	2013-12-31
Assets			
Current assets			
Current receivables			
Accounts receivable		376 000	0
Other prepayments and accrued income		42 523	0
Other current assets		1	0
		418 524	0
Cash and bank balances		636 154	167 504
Total current assets		1054 678	167 504
Total assets		1054 678	167 504
Equity and liabilities			
Equity			
Retained earnings		104 795	90 169
Net profit for the year		521 089	14 626
Total Equity		625 884	104 795

	Note	2014-12-31	2013-12-31
Liabilities			
Non-current liabilities		0	0
Current liabilities			
Accounts Payable		105 131	
Other current liabilities		102 132	52 709
Accruals		221 531	10 000
Total liabilities		428 794	62 709
Total equity and liabilities			
		1054 678	167 504
Pledged assets		None	None
Contingent liabilities		None	None

NOTES

Note 1 Accounting and valuation principles

International Mixed Martial Arts Federation's annual report has been prepared in accordance with the Swedish Annual Accounts Act and the general advice and guidelines of the Swedish Accounting Standards Board.

Foreign currencies

Assets and liabilities in foreign currency are valued at the closing rate of exchange. Transactions in foreign currencies are translated at the spot rate on transaction date.

Note 2 Other external expenses

	2014	2013
PR Services	3 442	92 500
Website	12407	17 119
General administration	0	30 229
Hotel and travel	589 419	328 233
Costs World Championship	1 517 368	0
Other	1 795 061	116 589
Total other external expenses	3 917 697	584 670

Note 3 Personnel cost

Average number of employees 2014: 1 (1 female). 2013: 2 (1 male, 1 female).

	2014	2013
Salaries	335 988	501 420
Social rees	105 566	157 546
Other personnel expenses	5067	3662
Total personnel cost	446 621	662 628

Note 4 Equity

	Unrestricted equity
Amount at the beginning of the year	104 795
Net profit for the year	521 089
Amount at the end of the year	625 884

ACCOUNTS 2015

Income statement (\$)

IMMAF

Period: 2015-01-01--2015-10-31

		Central (C)	Sports Development (SD)	General Assembly (GA)	Worlds (WC)	European (EC)	TOTAL (TOT)
OPERATING INCOME							
Net sales							
3015	Support Zuffa, LLC	571 563,57	5 492,21	-	243 781,71	73 470,24	894 307,73
3115	Donations	284,03	-	-	-	-	284,03
3117	Participation fees	-	-	-	180 582,44	42 537,88	223 120,31
3118	Other Revenues	-	-	-	153,50	1 567,02	1 720,52
3960	Foreign exchange gains	4 776,98	-	-	556,11	4 319,92	9 653,01
TOTAL OPERATING INCOME		576 624,59	5 492,21	-	425 073,75	121 895,05	1 129 085,60
OPERATING EXPENSES							
4012	Web	1 203,78	-	-	-	-	1 203,78
4013	PR Services	2 867,27	-	-	10 908,66	-	13 775,93
4115	Travel Expenses President	17 684,90	-	-	-	-	17 684,90
4116	Travel Expenses Board	48 076,44	-	-	1 013,39	-	49 089,83
4117	Travel Expenses Employees	47 366,64	-	-	-	-	47 366,64
4118	Travel other	6 094,71	2 612,52	-	389,77	-	9 097,00
4119	Other Costs Championships	-	4 211,81	-	6 887,99	1 579,42	12 679,21
4120	Venues	255,99	-	-	29 820,07	12 618,20	42 694,26
4121	Accommodation	-	-	-	107 696,69	3 657,71	111 354,40
4122	Insurance Championship	-	-	-	11 543,29	-	11 543,29
4123	Transportation Championship	-	-	-	3 372,24	-	3 372,24
4130	Equipment rental	-	-	3 634,98	40 439,34	-	44 074,33
4131	Athlete equipment	-	-	-	12 774,26	560,54	13 334,81
4140	Food costs	5 215,72	-	3 895,56	47 764,66	-	56 875,93
4141	Food costs board, staff & others	-	-	-	2 307,06	-	2 307,06
4160	Physicians and medical supplies	-	-	-	33 822,77	-	33 822,77
4161	Staff	498,09	-	810,96	11 457,03	-	12 766,09
5010	Office Rent	2 508,88	-	-	104,84	-	2 613,72
5410	Consumable equipment	1 233,91	-	-	2 645,63	159,60	4 039,15
5460	Articles of consumption	722,11	-	24,57	383,15	63,85	1 193,69
5700	Freight and Transportation	-	-	-	1 732,60	-	1 732,60
5831	Accommodation & meals	532,85	281,40	-	402,60	-	1 216,85
5945	Confernece cost	216,78	-	-	-	-	216,78
6071	Representation, deductible	15 097,08	455,56	-	443,76	-	15 996,40
6110	Office supplies	466,65	-	-	211,36	476,08	1 154,08
6150	Printing costs	781,75	-	-	12 622,57	1 092,05	14 496,38
6210	Phone	18 572,93	-	-	619,59	-	19 192,51
6230	Internet	446,87	-	-	1 679,87	-	2 126,75
6250	Postage	501,39	-	-	138,01	-	639,41
6420	Audit Services	5 114,93	-	-	-	-	5 114,93
6530	Accounting Services	31 949,28	-	-	-	-	31 949,28
6540	IT-costs	3 730,58	-	-	13 451,25	-	17 181,83
6550	Consultants	23 712,45	1 524,65	-	34 331,13	-	59 568,23
6580	Bank Charges	1 473,89	232,91	-	1 772,12	717,78	4 196,70
6580	Attorney costs	22 054,55	-	-	1 137,26	-	23 191,81
6590	Services	2 062,65	-	901,39	57 276,47	-	60 240,52
6991	Other costs	29 155,17	-	-	-	-	29 155,17
6992	Other costs, non deductible	625,69	-	-	-	-	625,69
7210	Salaries	26 178,59	-	-	-	-	26 178,59
7220	Payroll UK	258 609,41	-	-	-	-	258 609,41
7210	Social Security Contributions	3 388,31	-	-	-	-	3 388,31
7200	Other personnell costs	5,50	-	-	-	-	5,50
7960	Exchange losses	8 355,71	-	-	215,38	-	8 571,08
7200	Financial income	-	-	-	-	-	-
7200	Financial expenses	25,36	-	-	-	-	25,36
TOTAL OPERATING EXPENSES		586 786,82	9 318,86	9 267,47	449 364,81	20 925,24	1 075 663,20
BUFFER		-	-	-	-	-	-
ESTIMATED PROFIT / LOSS (including buffer)		10 162,24	3 826,65	9 267,47	24 291,06	100 969,81	53 422,40

Income Statement (\$)

IMMAF

Period: 2015-01-01--2015-10-31

OPERATING INCOME	2016	Notes
Revenues	1 129 085,60	1
TOTAL OPERATING INCOME	1 129 085,60	
OPERATING EXPENSES		
Sports development	80 465,11	1
Governance	48 076,44	2
Office rent	2 508,88	
Administration	19 987,84	3
Accounting and legal	59 118,76	
Consultants	23 712,45	4
Salaries	288 181,81	5
Other operating expenses	74 054,39	
World Championship	449 364,81	
European Championship	20 925,24	
General Assembly	9 267,47	
TOTAL OPERATING EXPENSES	1 075 663,20	
ESTIMATED PROFIT/LOSS	53 422,40	

Notes

1. Travelling expenses and referee courses
2. Board travelling
3. Office supplies, postage, phone charges, internet etc.
4. Medical records keeper, Sporting Integrity, Commercial Sport Support (Tom)
5. CEO, Communications-, Event- and Membership Manager, Content and Data Manager, president remuneration, board per diems, PA

GENERAL ASSEMBLY MINUTES

INTERNATIONAL MIXED MARTIAL ARTS GENERAL ASSEMBLY VEGAS 2015

Date: 11/26/2015

Location: Social A function room, The Linq Hotel & Casino, Las Vegas, Nevada

Invitees Attend: Lou Lauria (UFC). Jason Gerber and Vincent Vitatoe, (law firm Marquis Aurbach Coffing). Full Member Federations: Australia, Bahrain, Czech Republic, Finland, France, Germany, Italy, Japan, Kazakhstan, Norway (proxy), Republic Ireland (proxy), Poland, Sweden, USA.

August Wallén (board member), George Sallfeldt (vice president), Bertrand Amoussou (board member), Frank Babcock (board member), Raymond Phillips (board member), Tom Madsen (board member), Wissam Abi Nader (board member), Densign White (CEO), Alistair Pettitt (IMMAF), Isobel Carnwath (IMMAF), Roberto Reid (IMMAF), Lutz Han-Joachim, Karol Matuszczak, Dan Issac, Rodney Moore, Justin Lawrence, Jim Prendergast, Joe Minehan, Stewart Brain, Janne Tulirinta, Heikki Kaijalainen, Hasan Jezzini, Bashir Ahmad, Omar Bukamal, Nikolay Dobrudzhanski, Merkhata Abilov, Vito Paolillo, Fabio Ciolli, George Stanciu, Christer Ringblom, Ghislain Bryks, Mikail Nadirov, Ryan Brueggeman, Nigel Burgass, Josip Mrkoci, Andrew Redden, Luis Barneto, Nyra Phillips, Shinji Nishimura, Masakazu Sakai, Umeki Yoshinori, Robert Hulett, Kevin Sataki, Gerhard Ettl, Fritz Treiber, Zdenek Ledvina, Robert Schirmer, Rohit Seth, Ferdinand Basson and Martin Škvára.

1. Opening of the meeting

Chief Executive Officer Densign White (DW) gave an opening speech to the delegates in attendance, welcoming them to the international Mixed Martial Arts Federation (IMMAF) first General Assembly.

2. Roll Call/Adoption of the agenda

After taking a roll call Densign then requested that the agenda for the meeting be adopted by those present and once the agenda had been accepted he handed over to new IMMAF president Kerrith Brown (KB) who gave a presidents address to the delegates in attendance.

3. Activity report

Mr Kerrith Brown on completing his president's address handed the floor back over to Mr Densign White who

presented to the delegates an overview of the activity undertaken during the previous 12 months.

SportAccord – Mr Densign White CEO reported that with the resignation of the president of SportAccord and a number of sporting bodies leaving that organization that we were no longer sure as to whether they will be around in the coming months. In light of this Densign stated that he would look into IMMAF joining other established bodies which will help increase recognition that the sport of mixed martial arts receives across the globe.

Wada Code Compliant and signatory – Mr Densign White reported that IMMAF now has an anti-doping policy and continues to work towards being Wada Compliant and a Wada signatory.

Membership – Mr Densign White informed the members in attendance that we have seen a 16 percent increase in membership since March 2015 now that the new members of the administration team are in place. This has seen countries such as Japan, Australia and Turkey to name a few of the 10 new national federations who have become affiliated to IMMAF.

Education – Mr Densign White informed members that IMMAF have a number of progression pathways in development, which will be launched during 2015.

Building Capacity/Executive Staff Team – Mr Densign White informed the members that the executive team continues to grow with the appointment of a new Members Relations Manager (Roberto Reid) and Championships and Events Manager (Alistair Pettitt) taking up their respective posts in March 2015.

4. Financial matters

The CEO Mr White gave those in attendance an overview of the following areas: -

- I. Financial statements, balance sheet and accounts.
- II. Auditors report and the matter of freedom of liability for the Board of Directors and the President.
- III. Budget for the coming term.

5. Statutes - review, change or amendment of statutes and its Bylaws

Because information on the proposed changes to the IMMAF statutes were not sent to members a minimum of 30 days in advance of the meeting (see article 27 of the statutes) the proposed changes to the IMMAF statutes

were not able to be ratified.

ACTION: Information on the proposed changes to the statutes will be sent out a minimum of 30 days before the date of the next meeting.

6. Voting and elections:

I. Election of IMMAF President - delegates in attendance voted unanimously to reappoint Mr Kerrith Brown as IMMAF president for a minimum of 4-years.

II. Election of Board of Directors – currently board members August Wallén, George Salfeldt (vice president), Bertrand Amoussou, Frank Babcock, Tom Madsen all re-elected to the IMMAF board after a members vote.

The election to find 3 additional members of the IMMAF board from the continents of Africa, Asia and Oceania where then held and were overseen by Bashir Ahmad of Pakistan and Ferdinand Basson of South Africa who acted as scrutineers and oversaw the voting during the election.

The results of the election for the new members of the IMMAF board were as follows: -

Africa

Raymond Phillips (South Africa) stood unopposed and was unanimously voted onto the board by those present at the General Assembly.

Asia

Wissam Abi Nader (Lebanon) [7 votes]

Dan Isaac (India) [2 votes]

Masakazu Sakai (Japan) [4 votes]

Wissam Abi Nader was elected as IMMAF board members from Asia/Middle East securing [7] of the 13 votes from the full-members present.

Oceania

Nyra Phillips (New Zealand) [3 votes]

Stewart Brain (Australia) [10 votes]

Stewart Brain was elected as IMMAF board members representing Oceania securing [10] of the 13 votes from the full-members present.

7. Appointment of Financial Audit, Arbitration, Anti-Doping and Anti-Doping Disciplinary Committees

Those in attendance were unable to agree to find suitable candidates for the Financial Audit, Arbitration, Anti-Doping and Anti-Doping Disciplinary Committees but felt that they need to source the most suitable candidates for these positions but all present agreed that these appointments should not be rushed.

ACTION: The board and members in attendance agreed to via a show of hands that within 6 months they would set-up a postal voting system (paper or electronic) to allow members select suitable candidates for the Financial Audit, Arbitration, Anti-Doping and Anti-Doping Disciplinary Committees.

8. New membership applications

All 46 members' federations who are currently members of the International Mixed Martial Arts Federations had their membership officially ratified unanimously via a show of hands during the General Assembly.

9. Review membership fees and penalties

Those present agreed upon continuing to freeze all membership fees and penalties until the next meeting.

10. Items presented for information

No items were presented for information.

11. Items brought forward from meetings among Members

I. A members of the United States delegation called for the formation of an IMMAF coaching committee after which DW informed those present that work had already begun on this.

II. Mr Josip Mrkoci (Canada) asked if in future the financial information could be made available to members in advance of the meeting or in hard copy at the meeting.

III. Vito Paolillo who was representing the Italian delegation called for the IMMAF to provide international insurance to cover fighters and coaching staff. Mr White IMMAF CEO informed the meeting that all of the fighters were insured by the IMMAF for this world championships.

IV. IMMAF president Kerrith Brown addressed those members in attendance and put for the motion that IMMAF founder August Wallén (AW) be awarded the title of honorary president of the International Mixed Martial Arts Federation as a way of formally recognizing all the hard work he has done in order to get IMMAF where it is today.

All members unanimously accepted this motion in attendance and August was awarded the title of honorary president.

12. Date and place of next meeting

TBA

MMA SYLLABUS

COMPETITIVE

Competitive	Duration (Months)	Requirements Fights
Amateur I	6	0
II	8	2
III	12	4
IV	16	6
V	20	8
VI	24	10
Professional VII	28	Approved by 3 Senior Club Coaches
VIII	32	2
IX	36	4
X	40	6

COACH

Coach	Requirements
Assistant Club Coach I	Coaching Course Level IV Recreational
II	+6 Months
III	+6 Months
Club Coach IV	Level VI Recreational 36 Months
V	+6 Months
VI	+6 Months
VII	+6 Months
Senior Club Coach VII	Level X Recreational 60 Months
IX	+12 Months
X	+12 Months
	Every 2 Years

JUDGE

Judge	Requirements	Fights Judged
Assistant Judge I	Judges Course	
II	+6 Months. (6 Months)	50
III	+6 Months. (12 Months)	100
Judge IV	+6 Months. (18 Months)	150
V	+6 Months. (24 Months) Validation	200
VI	+6 Months. (30 Months)	250
VII	+6 Months. (36 Months)	300
Senior Judge VIII	+12 Months. (42 Months)	350
IX	+12 Months. (48 Months) Validation	400
X	+12 Months. (54 Months)	450
	Every 2 Years	

REFEREE

Referee	Requirements	Fights Refereed
Assistant Referee I	Referees Course	
II	+6 Months. (6 Months)	50
III	+6 Months. (12 Months)	75
Referee IV	+6 Months. (18 Months)	100
V	+6 Months. (24 Months) Validation	125
VI	+6 Months. (30 Months) Validation	150
VII	+6 Months. (36 Months)	200
Senior Referee VIII	+12 Months. (42 Months)	250
IX	+12 Months. (48 Months) Validation	300
X	+12 Months. (54 Months)	350
	Every 2 Years	

OVERVIEW

Level	Recreational	Duration (Months)	Requirements	Competitive	Duration (Months)	Requirements Fights	Coach
1	I	+6 Months. (6 Months)	Graded by Assistant Club Coach	Amateur I	6	0	Assistant Club Coach I
2	II	+6 Months. (12 Months)	Graded by Assistant Club Coach	II	8	2	II
3	III	+6 Months. (18 Months)	Graded by Club Coach	III	12	4	III
4	IV	+6 Months. (24 Months) Validation	Graded by Club Coach	IV	16	6	Club Coach IV
5	V	+6 Months. (30 Months)	Graded by Club Coach	V	20	8	V
6	VI	+6 Months. (36 Months)	Graded by Club Coach	VI	24	10	VI
7	VII	42	Graded by Senior Club Coach	Professional VII	28	Approved by 3 Senior Club Coaches	VII
8	VII	48	Graded by Senior Club Coach	VIII	32	2	Senior Club Coach VIII
9	IX	54	Graded by Senior Club Coach	IX	36	4	IX
10	X	60	Graded by Senior Club Coach	X	40	6	X
Validation							

RECREATIONAL

Level	Recreational	Duration (Months)	Requirements	Techniques						
1	I	+6 Months. (6 Months)	Graded by Assistant Club Coach	Standing Striking	Jab	Cross	Hook	Roundhouse Kick	Low Kick	punching in side control
2	II	+6 Months. (12 Months)	Graded by Assistant Club Coach		Slip and/or Turn	Uppercut	Roundhouse Kick	Front Kick	punching in gaurd	hammers
3	III	+6 Months. (18 Months)	Graded by Club Coach			Bob and Weave	Leg Kick	Middle Kick	punching in mount	hammers in mount
4	IV	+6 Months. (24 Months) Validation	Graded by Club Coach	Clinch	Clinch Knee to body		Parry/Block	High Kick	punching on back mount	
5	V	+6 Months. (30 Months)	Graded by Club Coach		Long Knee			Half Kick	elbows to body side control	
6	VI	+6 Months. (36 Months)	Graded by Club Coach		Elbow			Spinning Kick		
7	VII	42	Graded by Senior Club Coach	clinch Elbows	Clinch Knee to head				elbow gaurd	elbow mount
8	VII	48	Graded by Senior Club Coach						crusafix elbows	elbow side control
9	IX	54	Graded by Senior Club Coach						elbow back mount	knees body control
10	X	60	Graded by Senior Club Coach							
Validation										

	Requirements	Judge	Requirements	Fights Judged	Referee	Requirements	Fights Refereed
Club	Coaching Course Pass 80% Level IV Recreational	Class C License	Judges Course Passed		Class C License	Referees Course	
	+6 Months						
	+6 Months	Validation Every 2 Years			Validation Every 2 Years		
Level IV	Level VI Recreational 36 Months	Class B License Validation	24 Months	100 amateur	Class B License Validation	24 Months	100 amateur
	+6 Months						
	+6 Months						
	+6 Months	Validation Every 2 Years			Validation Every 2 Years		
	Level X Recreational 60 Months	Class A License Validation	24 Months (48 Months)	150 fights with at least 50 professional	Class A License Validation	24 Months (48 Months)	150 fights with at least 50 professional
	+12 Months						
	+12 Months	Validation Every 2 Years			Validation Every 2 Years		

			Wrestling					Ground Techniques	Ground Grapple/ Striking/Grapple/ Escapes	Submission	Chokes	
			pomeling	wrestle to ground double takedown	Sprawl	Breakfalls	Shoot	Side Control	Mount escapes Half Guard	Figure Four Armbar	Side Choke / Arm Triangle	
hammer fists	Back fist		double leg takedown	inside leg trip to takedown	Cross Face	Takedown Defence		Ground Grapple/ Escapes/ Grapple	re gain guard Side control Escapes	hooker to back take	mc	
hammer fists in mount			outside leg trip	Arm drag	Reaping Throws			pass to mount	Stand up from guard back take	arm bar from mount	side choke from mount	
	Shoulder Strikes		basigar	sit out	Take down against a strike			Knee to belly	Shoulder strike pass	arm bar from back	guillotine	
			single leg from back	sit through takedown	Shoot against a strike			sweep reversal	Rolling Pass	kimura	triangle	
			Arm Drag To back to Take down					crusafix escape	Orientation Armbar/legpass displace			
elbows mount			cage takedown double	cage takedown single	standing up from cage							
elbows side control			switch	ankle pick								
knees to body side control												

ANTI-DOPING POLICY STATEMENT

AIM: International Mixed Martial Arts (IMMAF) is firmly committed to ensuring that the sport of Mixed Martial Arts is doping free. IMMAF strongly believes that its Members (including athletes, athlete support personnel, and officials), promoters and supporters have a responsibility to help prevent and to eradicate the use of doping substances and methods in the sport, not only for the health and safety of athletes, but also for the status of the sport.

In pursuit of this aim, in May 2015 IMMAF is adopting an anti-doping policy and programme which operates in compliance with the World Anti-Doping Code and its associated International Standards. Anti-Doping Rules and Procedures have been adopted to protect the rights of Mixed Martial Arts athletes to participate in a doping-free sport. IMMAF's Anti-Doping Policy and programme has been developed to educate and inform athletes and others of their responsibilities and rights; to deter and to detect doping in a way that is scientifically valid and legally defensible; to ensure consistency and fairness; to apply consequences and sanctions for violations of the IMMAF Policy and Rules.

IMMAF encourages its Members (including all athletes and athlete support personnel) to know and understand the IMMAF Anti-Doping Policy and Rules, in particular their responsibilities and their rights to:

- Check any medication, treatment or supplement used complies with the IMMAF Anti-Doping Rules;
- Obtain authorization to use a prohibited medication or treatment in accordance with the IMMAF anti-doping rules, where no permitted alternative exists;
- Submit to doping control (testing) when requested to do so by an authorised official;
- Provide whereabouts information, when requested, to enable testing to be conducted, at anytime, anywhere;
- Inform his or her medical and other support personnel of the need for the strict application of the Anti-Doping Rules and obligation NOT to use Prohibited Substances or Methods, or to violate the Anti-Doping Rules and Policy;
- Fair disciplinary procedures and application of sanctions for violation of the IMMAF Anti-Doping Rules and Policy;

- Avoid association with any person sanctioned and/or criminally convicted of doping, or being complicit in the commission of an Anti-Doping Rule Violation;
- Support IMMAF's Anti-Doping Policy;
- Educate him or herself about Anti-Doping.

NOTICE TO ATHLETES: It is each Athlete's personal duty to ensure that no Prohibited Substance enters his or her body, and that no use is made of a Prohibited Method. Athletes are responsible for any Prohibited Substance, its Metabolites or Markers found to be present in their sample, or evidence of use of a Prohibited Method.

In preparation for the World Championships, July 2015, IMMAF's Anti-Doping Policy shall be implemented.

1. CHECK YOUR MEDICATIONS NOW.

Refer to your prescribing physician and seek a permitted alternative. The IMMAF Prohibited List 2015 (which is consistent with the WADA Prohibited List currently in operation) may be found here:

<https://wada-main-prod.s3.amazonaws.com/resources/files/wada-2015-prohibited-list-en.pdf> iPhone app: <https://itunes.apple.com/us/app/wada-prohibited-list-2012/id408057950?mt=8>

NOTE: The Prohibited List should not be used to check medications, as it is an incomplete list of examples of prohibited pharmacological classes and methods.

Guidance on the status of a medication may be found by searching the national database of the country in which the medication was purchased. Check all constituents carefully. Do not assume, if your medication cannot be found, that it is permitted. Keep a record of the confirmation your medication is permitted.

Athletes should seek advice if they have any questions or doubts about their responsibilities. In the first instance, refer to the National Anti-Doping Organisation (NADO) of your country for advice on permitted medications.

NADO list: <https://www.wada-ama.org/en/who-we-are/anti-doping-community/national-anti-doping-organizations-nado>

2. WHERE NO PERMITTED ALTERNATIVE EXISTS, OBTAIN A THERAPEUTIC USE EXEMPTION.

Details of the IMMAF Therapeutic Use Exemption process will follow. IMMAF will recognize a valid and approved TUE issued by a NADO or other recognized anti-doping organisation, for the World Championships in July 2015. Obtain a copy of the TUE certificate and submit this with your Athlete Registration Form, or as directed by the IMMAF Anti-Doping Rules if issued after registration. The TUE certificate must be valid during the period of the World Championships and submitted to IMMAF before you participate. Emergency treatment with a prohibited substance or method during the World Championships requires a retrospective TUE application, approval and certificate; such treatment may lead to your withdrawal and/or disqualification.

3. BE AWARE OF THE RISKS ASSOCIATED WITH THE USE OF SUPPLEMENTS.

Assess the need for the use of any form of supplement. Seek advice from a medical professional or sports dietitian regarding the need to supplement your diet; most nutrients may be obtained from food.

Assess the risk of using a supplement thoroughly. Research the product and company and keep evidence of this research; where possible, obtain a written guarantee the product does not contain prohibited substances.

Assess the consequences of using a supplement containing prohibited substances; you could receive a 4 year ban from sport, you could damage your health. Supplement use is no excuse for a doping violation.

Remember that no guarantee can be given that any supplement is free from banned substances.

Educate yourself about Supplement Risks: the following websites may help to explain the issue further and guide you to make an informed decision about supplement use.

<http://www.supplement411.org/supplement411/high-risk-list> <http://www.aisport.gov.au/ais/nutrition/supplements/classification>

<http://www.antidoping.ch/en/medicine-substances-and-methods/dietary-supplements-guide>

<http://www.koelnerliste.com/en/cologne-list.html>

3.1 HFL Sport Science, a leading independent provider of drugs surveillance, doping control and research in sport,

operates a quality assurance and certification programme for supplements called “Informed Sport”. The programme helps athletes to minimise risk by enabling them to make informed decisions. Informed Sport works with nutritional supplement manufacturers which have signed up to the scheme to batch-test products for banned substances on the current WADA Prohibited List. Products which have been batch-tested for banned substances bear the ‘Informed-Sport’ logo. Any batch-lines found to contain banned substances are withdrawn from the market by the manufacturers. A review of testing results from the Informed Sport programme in 2012 shows that contaminated supplements were identified in 2 out of 2,678 samples tested (0.07%) and those products were withdrawn.

Athletes can check supplement products against batch testing results and note the batch number and analysis certificates using the informed sport website: www.informed-sport.com. Athletes should check batch testing for each individual product and not assume that if one manufacturer's product is safe, all products are.

3.2 The NSF Certified for Sport™ program can help athletes identify products (mainly US) that have been tested for purity banned substances, and help minimise the risk of inadvertent doping (www.nsf-sport.com). The NSF Certified for Sport mark will appear on the label of a tested supplement. You can consult the full list of certified products at www.nsf-sport.com.

3.3 Cologne List® includes sport-related nutritional products such as sports drinks, muesli bars, bread mixes etc. can also be found on the list. http://www.koelnerliste.com/no_cache/en/product-database.html

4. INFORM YOURSELF ABOUT TESTING PROCEDURES, YOUR RESPONSIBILITIES AND RIGHTS.

The following resources will help Athletes and Athlete Support Personnel understand the testing process.

WADA Testing Process Video (available in 12 languages). <https://www.youtube.com/playlist?list=PL633E917A-180BA91F&feature=plcp>

WADA At a Glance Series – The Doping Control Process (PDF, available in 3 languages) <https://www.wada-ama.org/en/resources/doping-control-process/at-a-glance-the-doping-control-process>

Further information on the IMMAF Anti-Doping Policy and programme including a full copy of the IMMAF Anti-Doping Rules for 2015 will be available from the IMMAF shortly.



IMMAF

INTERNATIONAL MIXED MARTIAL ARTS FEDERATION