




**MEMORANDUM**

TO: All High School, Adult Participants, Coaches and Referees

FROM: Jimmy R. Lackey  
President & CEO 

SUBJECT: **Consequences Regarding Violent Behavior**

DATE: December 20, 2011

Kids, Incorporated is now in its ninth year of operation of the Bus & Freda Dugger Sportsplex. We have enjoyed maintaining the relationship with the adult constituency in this facility and hope to continue to provide you with a safe and fun place to play for many years to come.

While I am aware this correspondence applies to a very small percentage of our customers, recent events have forced me to revisit the issue of violent behavior in our facility.

As I stated earlier, we want to continue to offer leagues for adult play. However, we can no longer accept excuses for unnecessary violent behavior, especially when it relates to adult behavior. There is no excuse for it. Therefore:

**Effective immediately, any act of physical violence OR unnecessary act of violent aggression on the part of a player, coach or referee shall be grounds for permanent expulsion from our program. This policy also applies to any member of the Kids, Incorporated professional or contracted staff.**

I hope you understand this policy is implemented for the safety and well-being of all of our customers. If you have any questions, please feel free to give me a call at 806-376-5936, or drop by my office at the Kids, Incorporated WareHouse at your convenience.

Thank you for your business and for your attention to this very serious matter.