1999

A guidebook to playing international volleyball

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**A GUIDEBOOK TO PLAYING
INTERNATIONAL VOLLEYBALL**

A Project Report

Presented to

**The Faculty of the Department of Interdisciplinary Studies
San Jose State University**

In Partial Fulfillment

of the Requirements for the Degree

Master of Arts

by

Devin M. Scruggs

May 1999

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ABSTRACT

A GUIDEBOOK TO PLAYING INTERNATIONAL VOLLEYBALL

by Devin Scruggs

This project is a guidebook that can be used by post-collegiate volleyball players when deciding to play international volleyball. The guidebook will provide information regarding playing volleyball outside of the United States. It will show the importance of learning another culture. It will provide information to help players decide if their personality is conducive to playing volleyball internationally. Research on this topic was gathered from interviews and questionnaires of past and present players, agents and members of the United States of America Volleyball Association (USA Volleyball). Information obtained by these sources reveals that not all volleyball players in the U.S. are suited for playing volleyball internationally.

This guidebook is dedicated to my friend and teammate, Cathey Scotlan. In my research for this guidebook, I spent time with Cathey in Geneva, Switzerland, where I was able to see what her life was like playing volleyball and living in a foreign country. I was the last person from the United States to see her. Two weeks after I left, she inexplicably had a seizure and collapsed alone in her apartment in Geneva. Cathey survived 10 days without food or water before she was found. Today, Cathey lives in a long term care facility where she has been in a coma since 1993. Cathey was under the impression that she had insurance. Unfortunately, there was never a policy taken out on her. This is just one of the many things that Americans must be aware of when they go to another country.

Acknowledgment

The author wishes to express sincere appreciation to John Kessel of USA volleyball for all of his help in locating American volleyball players playing internationally and his advice from his personal experiences. A special thanks to all of the volleyball players who answered the questionnaire and told of their experiences playing volleyball internationally.

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CHAPTER 1

Introduction

In 1895, William G. Morgan, an instructor at the Young Men's Christian Association (YMCA) in Holyoke, Mass., created the game of volleyball (originally called mintonette). He blended elements of basketball, baseball, tennis, and handball to create a game that demanded less physical contact than basketball. Morgan borrowed a net from the tennis team, and raised it to six feet six inches above the floor, which was just above the average man's head (History of Volleyball, 1998).

On July 7, 1896, the first game of "volleyball" was played at Springfield College. During this demonstration game, someone said to Morgan that the players seemed to be volleying the ball back and forth over the net, and perhaps "volleyball" would be a more descriptive name for the sport. Thus, the game is called "volleyball" today.

The game of volleyball has undergone a number of changes since its inception in 1896. Players are now allowed to set and spike (now called a hit) the ball which was not how the game was originally intended. Each team is allowed a maximum of three hits per side. Currently, at most levels, a volleyball match consists of three out of five games to 15 points. For games one through four sideout scoring is used which means that in order to earn a point the team must be serving. The fifth game, however, uses rally scoring which means either team may score a point regardless of who is serving. There is much talk about possibly changing the scoring system of volleyball at the collegiate level to better predict the time in which it takes to complete a match. The new scoring system would most likely include rally scoring.

According to the American Volleyball Coaches Association (AVCA) Web Site, in October of 1998, there was a historical change in volleyball with the rally point scoring

system. One hundred seventy-four delegates of the 26th Federation Internationale de Volley-Ball (FIVB) approved the proposal of the FIVB Board of Administration to change the scoring system and the format of the volleyball matches in international competition. The rally point scoring system will be used. Matches will be played the best of three out of five games with the first four games to 25 points and the fifth game to 15.

In addition to the FIVB scoring format change, other scoring options are being considered which would change the scoring system in collegiate volleyball to all rally scoring. The proposals include the use of a ball in play clock to help better predict the length of a volleyball match. Changing the scoring system comes from the need to better predict the length of a volleyball match, which could increase the chances of receiving more television coverage for the sport of volleyball.

History of Volleyball.

There have been a number of events that have helped catapult volleyball into the popularity it holds today: Volleyball was first introduced to the Olympic Games in Tokyo in 1964; in 1965, the California Beach Volleyball Association (CBVA) was formed; and in 1975, a junior volleyball club team called Adidas (named after the shoe brand) was established to compete against collegiate teams. This team was one of the most successful club teams in volleyball history, beating many of the college teams they competed against.

Although in the 1960's and 70's the popularity of the game grew tremendously, the 1980's proved to be the most successful decade for the sport of volleyball in the United States. It started in 1983 with the creation of the Association of Volleyball Professionals (AVP), a men's professional two-person beach league. Sinjin Smith, Randy Stoklos, and Jon Stevenson are some of the men that were thrust into the spotlight when the league first began. In 1984, the United States won their first medals at the Olympic Games in Los Angeles. The men won the Gold, and the women won the Silver. Karch Kiraly, Steve Timmons, Ricki Luties, and Bob Ctvrtlik were some of the more prominent players. It

was Sue Woodstra, Debbie Brown, Debbie Green, and Laurie Corbelli who had a significant impact on the women's side. The 1984 Olympics were an extremely important event for volleyball, because of the success of both the men's and women's teams in the United States, it created an enormous amount of attention for the sport of volleyball. As a result of this success, the number of men and women participating in the sport increased dramatically.

The year 1995 marked the 100th anniversary of Morgan's invention. The AVP and the popularity of beach volleyball on the Southern California beaches sparked a renewed interest in the game. Today, people can be seen playing volleyball on beaches all over the United States. Thus, with the increasing interest, the Olympic Committee added two-person beach volleyball to the Olympic Games in 1996.

In 1996, the growth of volleyball in the United States was stalled. The 1996 Olympics in Atlanta, Georgia, proved to be disastrous for the sport. Neither the men's nor women's indoor Olympic volleyball teams won a medal. Prior to 1996, the men's team had three consecutive Olympic-medal performances (Gold in Los Angeles, California in 1984, Gold in Seoul, Korea in 1988, and Bronze in Barcelona, Spain in 1992). The men's team faltered in Atlanta, Georgia and finished ninth, the worst in United States history. The women's team, who had a legitimate goal of obtaining the gold medal, was eliminated in the quarterfinals by Cuba. Although the indoor teams failed to win a medal, the United States was triumphant in the men's two-person beach competition.

Junior Participation.

Regardless of where both the men's and women's indoor Olympic teams finished, there has been an increase in the participation of volleyball. Information from the Volleyball World Wide internet site on high school volleyball showed that during the 1995-96 academic year in the United States, there were 12,669 high schools which fielded girls volleyball teams. There were a total of 357,576 girls participating in the game of volleyball at the high school

level. All 50 states had girls' volleyball teams. In the United States, volleyball was the third most popular sport after basketball with 16,198 schools, which equals 445,869 participants and track and field with 14,410 schools, which equals 379,060 participants. In the United States, there were 1,381 high schools that fielded boys' teams, with 31,553 boys representing those schools. There were 21 states that had boys' volleyball teams as opposed to 50 states fielding girls' teams. In California (especially southern California), where the beaches helped make volleyball a popular sport, volleyball was the number one most popular sport for high school girls. During the 1996-97 academic year there were 12,986 high schools which fielded girls teams with 370,957 total participants; an increase of 13,381 participants in just one year (All About High School Volleyball, 1998).

Student-athletes often participate in junior volleyball clubs in addition to playing high school volleyball. In 1998 there were over 8,000 junior volleyball clubs for both boys and girls (J. Kessel, personal communication, April 1998). The age groups range from 10 to 18 years of age. These junior clubs primarily consist of dedicated, talented high school and junior high players.

The time commitment for playing on a volleyball club is longer and more competitive than the high school season for most players. According to John Kessel of USA Volleyball, there is at least one volleyball club in each of the 50 states. In California, there are over 800 club teams. There are 150 junior girls' volleyball teams and 28 boys' teams in the Northern California region (A. Komsthoeft, personal communication, February 1999). There are 601 girls and 84 boys' teams in the Southern California region (R. Okamura, personal communication, February 1999).

There is a club volleyball tournament hosting a minimum of 50 teams every month from January through July (J. Kessel, personal communication, February 1999). The junior club volleyball season concludes with the Junior Olympics and the Volleyball Festival. Both tournaments generally start in late June and end in early July. The Junior

Olympics hosted approximately 6,000 players in 1997. The Volleyball Festival was host to over 8,000 players in 1997 and is the world's largest annual sporting event for women. In addition, it is the second largest sporting event for both men and women behind the Olympic games (Shewman, October 1997, p. 89).

Tournament directors have to limit the number of teams allowed in each of the tournaments. SCVA Director, Ann Davenport, had to turn away approximately 50 teams who were interested in the annual Las Vegas Invitational over the 1999 Memorial Day Weekend. There were over 350 teams signed up to play in two age groups (18 under, 16 under). The SCVA added approximately 10 new teams in the 14 and under age group in the 1999 season. The 12 and under age group doubled in the 1998 and 1999 club seasons (R. Okamura, personal communication, February 1999).

Many club players want to play volleyball at the collegiate level. The primary goal of many of these players is to receive a college scholarship. The interest in the sport of volleyball and the desire to play at the next level is one that is shared by almost every player that steps out onto the court.

Collegiate Participation.

Not every club player makes it to a National Collegiate Athletic Association (NCAA) Division I program on a full athletic scholarship, but the number of athletes playing at the collegiate level is constantly growing (College/University Volleyball, 1998). According to the Volleyball World Wide internet site on colleges and universities, during the 1997-98 academic year, there were 294 Division I Women's Volleyball programs, 225 Division II programs, and 368 Division III programs. In addition, this web site showed that there were 273 National Association of Intercollegiate Athletics (NAIA) programs with volleyball, 269 National Junior College Athletic Association (NJCAA) programs, and 71 California Junior Colleges that funded a volleyball program (College/University Volleyball, 1998).

Along with the women's participation, there are 22 Division I men's volleyball programs, 14 Division II and 32 Division III schools sponsoring men's volleyball teams (College/University Volleyball, 1998).

In addition to the participation increases, the interest in women's collegiate volleyball is also demonstrated by the significant fan base and average attendance at top ranked schools. In 1993, the University of Hawaii women's team became the first women's volleyball team to draw more than 100,000 fans in a season to its home matches, an average of more than 5,000 per match (Balzer, 1996, p. 51).

In general, it is the goal of most college coaches to recruit three freshmen each year while graduating three seniors. This balance is the ideal situation for any college coach. If the ideal number of graduated seniors (three) is multiplied by the total number of Division I women's volleyball teams in the country (294), the result is 3,369. In general, there are 3,369 Division I female volleyball players who have finished their volleyball careers at the collegiate level and have the opportunity to play volleyball internationally.

Options after college.

The options for women after college in the sport of volleyball are to play with the United States National Team, the pro beach tour, the National Volleyball Association (NVA), recreation leagues, or to play international volleyball.

"It's easier to become a neurosurgeon than to become an Olympic volleyball player," said Taras Liskevich, women's Olympic team coach in 1988, 1992, and 1996. The U.S. National team usually carries 18 players during the non-Olympic years, and they must cut their rosters to 11 for the actual Olympic Games (T. Liskevich, personal communication, March 4, 1999).

The 1996 Olympic games in Atlanta, Georgia were extremely detrimental for the men's and women's U.S. National volleyball teams. Usually the Olympic games generate excitement and visibility to the sport of volleyball. Both the men's and women's teams did

not earn medal in 1998, which was not only an emotional disappointment for those involved, but also a financial one. According to John Kessel of USA Volleyball, players on the U.S. Women's National Team in 1996 were making an average of \$40,000 a year. Players on the 1998-99 National team are only paid on the average of \$25,000 per year, depending on their contract. Also included in this amount are their room, board, and medical insurance. Unfortunately, for the future of the women's national volleyball team, the pay is so low that many of the top players choose to play volleyball internationally (J. Kessel, personal communication, April 1998).

There are options for players who are interested in playing volleyball professionally; the Association of Volleyball Professionals (AVP) for men and for women the Women's Professional Volleyball Association (WPVA). The WPVA had trouble getting sponsorship that resulted in a canceled 1998 season. The association is hoping to be reinstated for the 1999 season, but as of this study, nothing is for sure. Both the AVP and the WPVA are for two-person beach volleyball.

According to statistics kept by Volleyball magazine, in 1996, Holly McPeak was the leader of the WPVA making \$88,025. The twentieth ranked player, Alli Wood, only made \$12,850. The top nine players in the country made over \$30,000 in a year (1996 AVP men's top 48, women's WPVA top 20, 1997, p. 69), but those who are not in the top twenty in the country usually have other jobs in order to earn a living. According to the same source, pro beach star Lisa Arce, said that when she was 23 and came out to the beach she made approximately \$4000, which was affordable because she was living at home. She did not have to pay for an apartment and move to California from out of state.

Pat Keller, who finished 22nd in 1996 said, "the majority of the players can't play volleyball as a full-time endeavor. They have to have other jobs. It means you're not going to be playing every day, getting that trainer, getting that coach...or getting ahead" (Green, May 1997, p. 53).

On the men's side, in 1996 Karch Kiraly made \$492,081. The twentieth player, Ian Clark, made \$46,605 with only the thirty-first player, John Brajevic, making less than \$30,000 in 1996 (1996 AVP men's top 48, women's WPVA top 20, 1997, p. 68). As seen by the differences in figures, the men in the sport have a higher salary range than that of women. This is a trend that is seen in virtually every professional sport from tennis to basketball to golf.

There is one opportunity to make money that is available to women interested in playing indoor volleyball in the United States. The National Volleyball Association, which originated in 1994, is a six person indoor league with six teams. The six teams for the 1999 season are the Kansas City Lightning, Colorado Thunder, Iowa Blizzard, Nebraska Tornado, Wisconsin Fury and the St. Louis Spirits. Most players are paid about \$75 per match with an average of eight matches in the regular season. There are approximately two top draft picks for each team that make \$200 per match (C. Johnson, personal communication, March 1999). Players are paid approximately \$600 to \$1600 for the season, which might be convenient for extra spending money, but hardly enough to live on.

Another opportunity for women to play volleyball following their collegiate career is to play in recreation leagues. These leagues are usually affiliated with a local health club, city league or community event. Players often pay a certain fee to participate.

Finally, there is the option of playing volleyball internationally. In 1972, Byron Shewman and Bill Wardrop made \$400 per month as the first American players to play volleyball internationally. Shewman went to Spain, Wardrop to Italy. In 1990, Karch Kiraly and Steve Timmons became millionaires, playing just two seasons (Patterson & Shewman, 1995, p. 95).

Standout female players such as Kim Oden, Elaina Oden and Keba Phipps also made lucrative salaries while playing in Italy. Attractive offers from foreign club teams

have made life difficult for volleyball in the United States, because the U.S. cannot begin to match the salaries, which would keep players at home.

Statement of the Problem

There are a number of volleyball players graduating from college who are not ready to give up their playing careers. They have played indoor volleyball virtually all of their life and the beach game is not attractive to them. Oftentimes, these volleyball players are entering the prime of their career. There are players who are interested in playing volleyball internationally, but they have no way to go about getting information.

There is a misconception that only Olympic team and National team players are elite enough for the international market. Statistics show that many players who were never on the Olympic or National teams have had successful careers playing internationally. According to USA Volleyball statistics, in 1996, there were 53 players competing in pro leagues in 14 countries and only three were Olympians (J. Kessel, personal communication, April 1998).

Significance of the Study

USA Volleyball receives inquiries on a weekly basis from individuals needing help researching opportunities to play volleyball professionally outside the United States. The need for a guidebook to direct these players has been a concern for USA Volleyball for a number of years (J. Kessel, personal communication, April 1998).

Several Division I volleyball coaches from around the country gave their opinions regarding the need for a guidebook to help give their graduating seniors an idea of what life is like playing international volleyball. In addition to the responses from college coaches, feedback was received from current and past players regarding the need for a guidebook.

Coaches.

- "I think it's a good idea, if you address the biggest problems" (H. Wallace, personal communication, 1994).

- "There is a tremendous need for such a guidebook" (R. Feller, personal communication, 1994).
- "There is a definite need for this type of information so that players know what steps to take, who to contact and what the reality of playing overseas is all about" (D. Rubio, personal communication, 1994).
- "Absolutely! (A guidebook is needed). A lot of kids would like to (play internationally), but have no idea how to get the connections. I know very few players who finish their collegiate eligibility and think or want their volleyball career to end" (M. Sano, personal communication, 1994).
- "... We need to know how to get these players information and how to help them get opportunities to try out. A book or publication on this topic would be very helpful" (S. Snyder, personal communication, 1994).
- "When you train at such a high level for so long it would be great to be able to continue to compete at a similar level. In the U.S., the beach is really the only opportunity to continue. From a cultural standpoint, playing in Europe would be awesome. Players at this point have no idea where to turn to make contacts" (M. Kanim, personal communication, 1994).

Players.

- "I think a guidebook would be helpful to many college players in the United States. It seems that there are many opportunities here in Germany for foreign players. These positions most often go to other European players because they are much more local..." (S. Woodstra, personal communication, 1994).
- "There is a lot of uncertainty as to what goes on over there. (A guidebook) is a good idea. For me I had an agent looking. I was wary because I couldn't do my own research. I wanted to see for myself" (S. Kasser, personal communication, 1994).

- "Excellent Idea" (W. Baldwin, personal communication, 1993)!
- "Of course! The more you know, the more prepared you will be. Even just a book of names of other people in the country who you can call while you are there would be helpful. It seemed that while in the States you hear so many wonderful things about Europe or you think that that would be the greatest experience, but you never hear the real story. The whole idea seems so glamorized but if someone can give an honest opinion while not completely discouraging the idea it would be great. I think your book will help to draw a more clear picture" (C. Scotlan, personal communication, 1993).
- "Most definitely" (K. Fifer Ayers, personal communication, 1996)!
- "I think a guidebook is a great idea, so a player knows more about European volleyball. There is nothing that can prepare a person for living as a foreigner in a foreign country and interacting that way every day with foreign people. It's definitely a challenge in volleyball and your lifestyle" (W. Stammer, personal communication, 1993).
- "Yes! Definitely! I had no idea where I was going or who I would meet, but I had a very positive and open mind to what was about to come . . . I would have liked to have known more about how to handle problems (financial/homesickness, etc.) . . . I also think it's important to remember to always live and act as a professional--deal with situations professionally . . . (D. Shoemaker, personal communication, 1993)!

A guidebook for volleyball players who are interested in playing volleyball internationally is long overdue. There are concerns players need to be aware of before moving to another country. Certain examples include the issue of insurance. A contract may say that a player is given insurance, but if a policy is not actually taken out on the player, then they are not covered. The family of Cathey Scotlan, an American who played professionally in Geneva, Switzerland, in 1992-93, found this problem to cost them over

\$200,000 in medical costs incurred by Scotlan when she had a seizure in her apartment in Switzerland. The airlift from Switzerland to Oakland, Ca. totaled \$60,000. Scotlan has been in a coma since 1993 and Medi-Cal is currently paying the bills. There are other issues and costs like the International Transfer Certificate, as well as the expectations that other players, coaches and fans have of international players that should be known before playing for these teams.

Purpose of the Study

The purpose of this study was to design an informational guidebook for players following their collegiate careers who have an interest in playing volleyball internationally.

A sub-purpose of the guidebook was to provide players specific information as it relates to teams, players, agents, and general information about playing volleyball internationally.

There is a market for Americans who are interested in playing volleyball internationally, but it is important for them to know what lies ahead before getting into something detrimental that could impact their athletic career and personal development.

Definition of Terms

- AVCA: American Volleyball Coaches Association.
- AVP: Association of Volleyball Professionals.
- CBVA: California Beach Volleyball Association.
- ECC: European Economic Commission
- FIVB: Federation Internationale de Volleyball.
- NAIA: National Association of Intercollegiate Athletics.
- NCAA: National Collegiate Athletic Association.
- NCVA: Northern California Volleyball Association.
- NJCAA: National Junior College Athletic Association.
- NVA: National Volleyball Association.
- Prospective Player: A club or high school player who plays volleyball and has the possibility of playing in college. Also can be a collegiate player who plays volleyball and has the possibility of playing volleyball internationally.
- SCVA: Southern California Volleyball Association.
- Student Athlete: A student-athlete is a student whose enrollment was solicited by a member of the athletics staff or other representative of athletics interests with a view toward the student's ultimate participation in the intercollegiate athletics program. Any other student becomes a student-athlete only when the student reports for an intercollegiate squad that is under the jurisdiction of the athletics department (NCAA Division I Manual, 1998).
- USAV: United States of America Volleyball -formerly USVBA.
- WPVA: Women's Professional Volleyball Association.
- YMCA: Young Men's Christian Association.

Delimitation

Information for the writing of the guidebook was obtained by player, coach and agent questionnaires. Personal interviews were conducted with representatives of USA Volleyball, agents, past and present players.

Limitations

The following were the limitations in the writing of the guidebook:

- The inability to get a thorough report on all international volleyball teams.
- The inability to locate recent addresses of Americans playing internationally. There were more questionnaires sent out in 1992-93 than in 1998-99.
- There were generalities in the guidebook because the opinions were taken from those who answered the questionnaires and were willing to be interviewed rather than every American who has ever played international volleyball.

Assumptions

For the purpose of this study, the following assumptions were made:

- Addresses and information provided from agents, coaches, and players were correct.
- Much of the dated material will not be useful for future players. USA Volleyball will need to update addresses, agent information, and player participation
- Many of the addresses of teams and the divisions in which they play change on a constant basis.
- Financing of the teams internationally are based upon sponsorships. If a team loses a big sponsor, there are many things that could change and affect the life of the Americans in that particular city. For example, if a sponsor drops during the middle of the season, it is very possible that the American will not be paid on time or not at all.

CHAPTER 2

Related Literature

Introduction

The following chapter will describe the different experiences that players encounter while playing volleyball internationally. There are a number of quotes and general information which are separated into the following sections: Positive Experiences, Facilities, Medical/Injuries, Expectations/Level of Play, International Versus The United States, Money Problems, Cultural Differences, Social Life, Language Differences, Agents/Scouts, Results of 1996 Olympics, Italian Volleyball--The Pioneer, United States Volleyball Association.

For a player interested in playing volleyball internationally, it is his/her responsibility to research information on his or her own. There is nothing in print of the magnitude of a guidebook that can be of use to them. Many agents, as well as John Kessel of USA Volleyball, have handouts and information on their web site that they provide for players interested in playing international volleyball. Although this information can be helpful, it is an abbreviated version of *A Guidebook to Playing International Volleyball*. There have been single stories in the volleyball magazines over the years, but never a study or book published for players to help them research information to aid in the decision making process about life and volleyball in another country.

Positive Experiences.

The idea of playing volleyball internationally can sound intriguing. Many players who have experienced this life have been able to get everything they wanted out of the experience. Scott Fortune, former Olympian, spent time in Greece and Italy.

After two Olympics, I chose to experience a different culture, a new language, and new challenges. This season I chose to play in Greece . . . It has been a positive experience, with many advantages besides the money. After a frustrating Italian

season last year, the winning here has been wonderful (Fortune, 1994, p. 88).

Facilities.

There are often differences between the United States and other countries with regards to the quality of athletic facilities. For example, in Australia, it is not uncommon for gyms to be without heat in the middle of winter.

Tara Cross-Battle experienced gymnasiums in Italy that were different than the arenas in the U.S. "The Ancona arena isn't much to look at from the outside. It could be any old building in any old city. Inside, it's like a big high school gym" (Patterson, 1994, p. 53).

Medical/Injuries.

Players who use the medical facilities in other countries will often find the language barrier a difficult issue to deal with. Most hospitals, however, regardless of the language, are familiar with the Visa credit card and will take that form of payment as well as cash if a player has health problems (J. Kessel, personal communication, April 1998).

Tara Cross-Battle observed a medical situation with a teammate. Ankle sprains sometimes go under the knife in Ancona. It happened to one of Tara's teammates. "We heard that the doctor likes to do surgery," explains Tara. "Anything that's hurt. Oh, you need surgery" (Patterson, 1994, p. 55). Treatment and rehabilitation of minor injuries is not a big part of the medical program in Italy. When Tara sprained her ankle, they let her rest until she could walk. The doctor asked her to jump. She got about two inches off the ground. "Okay," he said. "You can play" (Patterson, 1994, p. 56).

Flo Hyman, one of the best female players in the country in the late 70's and early 80's, died of a rare heart disease called Marfans syndrome in 1981, when she was playing professionally in Japan. Hyman had gone to a doctor complaining of heart pain two days before she collapsed and died. The doctor dismissed the complaint (R. Majors, personal communication, February 1999).

Expectations/Level of Play.

One misconception about playing volleyball internationally is that the level and quality of commitment is extremely high. Most teams are allowed one or two players who are not citizens of the country. These players from other countries are often the only players on the team receiving payment. Their sole purpose for being in the country is to play volleyball, while their teammates may have full or part-time jobs or are full or part-time students. Because of other commitments and lifestyles of the players who are citizens of the country on the team, their work ethic is sometimes lower than that of Americans.

If an American is being paid to play volleyball internationally they are usually expected assume a number of responsibilities as seen by Tara Cross-Battle in Italy.

Tara is ticking off the list of things she is asked to do during matches. Hit the majority of the sets, pass almost half the floor, dig left back and most of the middle back and, sometimes, block in the middle...It can be too much. Last season, being the only international-caliber player on Milan, Tee Williams got all the sets and eventually burned out her shoulder. She ended up having surgery and missed most of this season (Patterson, 1994, p. 56).

In some cases, teammates of American players have never seen anyone work as hard as a former Olympian such as Cross-Battle.

An Italian player shanks a pass: Tara bolts across the court to chase it down, and everybody looks at her, amazed. 'Ohhh. Bravo, Tara,' they say. The athletes not used to seeing that kind of effort. To Tara, it's just the way an athlete should play. 'It's frustrating,' says Tara . . . As for her own teammates, they cannot believe what good shape Tara is in. One time in the weight room a player poked Tara's backside and said, 'Oh, Tara. Hard. Feel mine. Soft. Like bread' (Patterson, 1994, p. 53).

Fortune and Dexter Rogers dealt with similar circumstances when they played in Greece and Saudi Arabia respectively. Fortune said the following:

I have been disappointed in the training standards. Many players hold other jobs outside of volleyball and are not paid a ton of money . . . When I say we practice two hours I only mean elapsed time. Part of that includes stretching and then we play soccer 15 to 20 minutes. Once I was quoted in the newspaper about soccer cutting into our two hours of practice and my teammates were angry with me because they were afraid the 'football' time would be cut (Fortune, 1994, p. 90).

The training in Saudi Arabia surprised Dexter Rogers.

We go right on the court, stretch for like five minutes, run two wind sprints, and then we're hitting. (Laughs.) No way is I ready. And I'm not even a big stretcher. The setters weren't any good. They couldn't set the red (a quick to the outside), which is my best shot . . . I took it for granted than any setter could set 'em (Green, February 1997, p. 82).

International versus the United States.

Some players believe that Americans should stay in the United States and play for their home country rather than traveling internationally to make money. Former Olympian Scott Fortune believes that elite players should have the goal of playing in the Olympics.

Any young player should strive to ultimately play for America in the Olympics. But today's growth of volleyball worldwide has allowed players different means to make a living in the sport. Losing key players (to international teams) has led to a decline in the success of the U.S. program (Fortune, 1994, p. 90).

A 1997 ruling will likely impact the club volleyball teams in many of the European countries. As the trade and commerce barriers have steadily fallen in Europe the past few years, citizens of the European Economic Commission (also called European Union) are now free to cross national borders to work, study and play sports-without visas or work

permits. In sports, particularly volleyball, the immediate fallout-and what is being challenged in the courts-is the interpretation of the rule that limits teams to two foreign players. This means that a German club could have a Swiss, Italian, Spanish, French, Danish and Swedish player on its team, and all would be technically considered Germans. Two so-called "foreigners," say a Japanese and an Australian are added, and the group gets pretty mixed . . . and pretty good (Shewman, July 1997, p. 60).

Fred Sturm, coach of the U.S. Men's National Team from 1991-1996, coached Mladost Club, a Division 1 team in Zagreb, Croatia. When asked what the biggest difference in coaching a Croatian team compared with coaching the men's national team Sturm responded:

. . . I'm worried about American professional sports . . . My perception of professional American athletes is that it's very important to get the best deal you can. It is important to make yourself noticeable and stand out. That side of it, when it gets in the way of team performance bothers me quite a bit. And that is not a problem here yet...American professional sports and Croatian sports are different, and I like the style here...It's a good, positive morale (Time out with Fred Sturm, 1998, p. 16).

Money Problems.

One major problem with playing volleyball internationally is the issue of money. Many players that play volleyball internationally go there for the promise of thousands of dollars. A contract means nothing when a player is not paid what they are promised. Scott Fortune, who spent time in Italy and Greece, experienced financial problems.

. . . working for a foreign employer has its trials. Don't ever take it for granted you will be paid on time. That was true in Italy, where last year my coach had a fistfight with the owner trying to get pay for his players. I even know of a case where a small club team stole back the car it had loaned to a foreign player - after it

failed to pay that player . . . They say the only way to receive money from a Greek businessman is to constantly yell and threaten consequences (Fortune, 1994, p. 91).

Kim Oden, captain of the 1992 U.S. Women's National Team, played in the small city of Bari following the Barcelona Olympics. "The first month was great," she said. "Then it got gradually worse." After the first month, the checks stopped coming, and the excuses kept growing. One morning she went out to her car, which was part of her contract, to drive to another meeting about getting paid. It was gone, stolen back by the club.

Other players on the team were also not getting paid. "Then the directors came to us and said we weren't getting paid because we were losing," Oden says. A better reason came out in the local newspaper: The owner of the club was arrested for embezzling five million dollars. "I finally left in mid-season," Oden says. "The ones who stayed through the season never got paid" (Shewman, July 1997, p. 63).

Cultural Differences.

Playing volleyball internationally has aspects other than going to practice and playing in matches. Players will be living and possibly working another job as well as living in a different culture where the language spoken is rarely English. Learning another culture implies more than just learning the ways of another nation; it also includes learning subcultures such as those of the educated and uneducated, the professional and the layman, of farmers and townspeople, and of ethnic subgroups (Kleinjans, 1990, p. 2). Players focus on skill and ability to make a team rather than their personality and adaptability in unknown situations. Cultures teach what is "real," what to be sensitive to, what to believe, how to learn and think. Culture transcends individual persons. And yet a language is spoken and a culture is lived, not by the species Homo Sapiens, but by individuals within social groupings (Kleinjans, 1990, p. 6).

Americans who live in countries outside the United States for an extended period of time should learn the basics of the culture where they live. Shaking hands, kissing, and hugging are all different acts on the physical level, but in the United States they all carry the meaning of a greeting. In Japan, only hand shaking is a variant of greeting. The other is bowing. Kissing has quite a different meaning (Kleinjans, 1990, p. 3). In Australia, although the language spoken is English, many of the words the Australians and Americans use carry a vastly different meaning. For example, in America, the engine of the car is located under the hood. The Australians would say that it is under the bonnet (M. Carter-Buszard, personal communication, 1995).

The significance for culture learning is that the same acts or phenomena may be significant within one culture but non-significant in another. Human beings are born the same; culture makes them different. Culture is a learned set of habits, ways of thinking and acting, or styles of life (Kleinjans, 1990, p. 11). The process of being familiar with and learning another culture is important for anyone thinking about living internationally. Culture differences were quite noticeable with players such as Tara Cross-Battle, Scott Fortune, Bryan Ivie, Dexter Rogers, and Liz Hert, who played volleyball internationally.

Tara Cross-Battle remarked in a 1994 article in Volleyball magazine that she felt that many Italians think that Americans and women are not very bright. Tara came across many differences between the Italian and the American cultures. Tara said that the first thing you learn when you are an American volleyball player in Italy is that things are slower, more easy going, more worry-about-it-tomorrow. She said that it is hard to go full speed when everybody else is in slow motion. American players must learn to adapt (Patterson, 1994, p. 54). Scott Fortune found a clash of standards with regards to culture and it was quite frustrating for him as well (Fortune, 1994, p. 91).

With differences in cultures, often comes a different way of responding to wins and losses than Americans are used to in the United States. Professional player, Keba Phipps

told Cross-Battle that in Matera the fans get so upset when they lose a home game that she sometimes does not leave the house because she is afraid that she will get mobbed (Patterson, 1994, p. 56). It is not uncommon for fans to be banned from a game because they are on suspension from a previous incident. The two teams would simply play the match with no spectators. Bryan Ivie experienced a difference in playing volleyball internationally. He said, "The first couple of days I was kind of like a lost puppy in practice, just following people around and trying to get to know the city and trying to get adjusted" (Time out with Bryan Ivie, 1996, p. 18).

Dexter Rogers experienced a different culture than he was accustomed when he visited Prince Khalid's palace, the owner of his team.

...So I go over to his palace (Prince Khalid, owner of the team), which is just sick. Thirty rooms, indoor pool, three kitchens, everything marble layered with gold...sick. Every time I move, there was a servant right there waiting on me. I can't believe I'm in a prince's house. I ask him if this ever gets old, and he says, 'you know, sometimes it does because every time I move someone wants to help me' (Green, February 1997, p. 82).

In addition, Steve Timmons spent two years in Italy and enjoyed his experience.

You really get to learn about people and what they're made of and who they are. It's hard not to live their lifestyle. You can fight it as much as you want and try to get 10 things done in a day, but you just can't get them done. So you have a nice two-hour lunch. And you take a nap. And you go for a walk in the afternoon. You just learn how to live their lifestyle . . . And it's not bad, really. It's a lot less stressful than the lifestyle we're used to (Patterson, 1994, p. 56).

When asked what the hardest thing to adapt to in Italy for former 1996 Olympian, Danielle Scott, responded with the following:

Well, they're not very punctual, so you have to be really patient. It's their culture, but some people don't show up at practice and you ask the coach where they are, and he doesn't know! It's way different from the national team, where it's like, be here at this time, or you're fined. It's all laid back here (Time out with Danielle Scott, 1997, p. 16).

When asked how his team was doing, Fred Sturm, head coach of Mladost Club in Zagreb, Croatia, said the following:

We have had some bad luck with...guys having to go into the army. Tomorrow, two of my players report to the army for the first day. Every male enlists in the Croatian army for one year. There's a sports program for soldiers, and they live in the barracks, but they can train with the team (Time out with Fred Sturm, 1998, p. 16).

Social Life.

Different cultures often have different lifestyles and enjoy different types of entertainment. Danielle Scott found the nightlife in Italy to be quite different than her college town of Long Beach.

The nightlife here is incredible. We don't eat until like nine o'clock. And after Italians eat, they sit and talk forever! But as an athlete you kind of want to have a better sleeping schedule, so I've been trying to go to bed by 11. That's really early, considering the discos don't even open up 'til 12 (Time out with Danielle Scott, 1997, p. 16).

Language Differences.

Regardless of the country a player chooses in which to play, there will almost always be a language barrier. Even the English speaking countries of Australia and England have accents that can make it hard for Americans to understand. If players want to enjoy their experience it is important and often a necessity to learn the language. Cross-

Battle did not know Italian before moving to Italy to play volleyball. "Most of the people are pretty nice," Tara says. "If you try to speak the language they'll kind of speak it through with you" (Patterson, 1994, p. 55).

Bryan Ivie experienced problems going from playing with the same group of Americans for a number of years in the U.S. to being unable to communicate with all of the teammates and coaches of his new team.

I've been playing with the same people, the same coach ... for so long I kind of got into that routine, and all of a sudden not only is it different people, but I can't really speak to too many of the guys. There are a few guys that speak a little bit of English, but as far as the coaches go they don't speak a lick (Time out with Bryan Ivie, 1996, p. 18).

Fred Sturm had fears of a language problem when he went to Croatia to coach. "Before I left I was very, very concerned about the communication. As it turns out, all the players and all my staff understand English and can communicate to varying levels" (Time out with Fred Sturm, 1998, p. 16).

Agents/Scouts.

Agents often have knowledge that is different than that of the American athlete or college coach. Agents, such as Leonard Armato, Andy Inveiss, and Tom McCarthy have represented American players who play volleyball internationally. "Leonard Amarto, the high-profile Century City, California, attorney who helped found the Association of Volleyball Professional in 1983, has to be considered the grandfather of volleyball agents" (Hastings, 1993, p. 60). Agents represent the players, whereas, scouts represent the foreign teams. Tom Ashen, a scout from southern California, helps foreign teams find American players. He receives payment from the teams and does not represent players when they are faced with problems.

The top players in the country are usually the U.S. National and Olympic team players. The big name agents such as Inveiss, Armato and McCarthy often represent these players. These agents represent high profile players such as Karch Kiraly, Keba Phipps, Tara Cross-Battle, Caren Kemner, and Bryan Ivie. There are lesser-known agents who work with non-Olympic caliber players.

Agents introduce players to a team, but often a player will find a better place to play a year or two later. It is important to understand the length and specifics of the contract that is signed. "With many top volleyball athletes making a comfortable living, the task of managing careers, negotiating contracts and soliciting individual sponsorships has become overwhelming" (Hastings, 1993, p. 60).

Some agents have a problem with the term "agents". Bill Berger, who started his own P.W. Sports company in 1991, does not like it when someone refers to him as an agent.

We are not agents at P.W. Sports. We are managers and sport marketers. The difference between the two is simple. Agents negotiate playing deals for athletes. They may negotiate sponsorships, but most of these situations are presented rather than sought after. Managers develop careers. They negotiate playing contracts, seek and develop marketing opportunities, coordinate media appearances and exhibitions, create marketing and licensing opportunities, consult on business decisions, assist on accounting procedures and advise on correct avenues to take on investments. Managers calculate each step and move made (Hastings, 1993, p. 62).

Andy Inveiss, a San Diego-based attorney, deals mainly with U.S. National Team players such as Caren Kemner, Keba Phipps, Tee Sanders and Lori Endicott as well as several others. Inveiss comments on the importance of an agent working with players interested in playing volleyball internationally:

What an agent can do for a player in Europe can be substantial. I can help with my European connections that I have established over the years. I know which teams are reputable, which teams can afford to pay athletes, which teams have bad track records, salary caps-those are the things players probably don't know (A. Inveiss, personal communication, February 1999).

As the contracts of many players are astronomical in numbers, the agents want to make sure that they are a part of the process. The athletes themselves are clueless on what it can be like living in a foreign country. If they do not produce, they get slammed in the press and by the coaches because they have to justify the salaries they are getting. An agent can help prepare the athletes for what is ahead (Hastings, 1993, p. 62).

Results Of 1996 Olympics.

The outcome of the 1996 Olympics in Atlanta, Ga. was not successful for the men's and women's indoor volleyball national teams. Neither team received a medal in the games, which has impacted the desire of some international teams to pick up American players as their foreigner. According to an article in Volleyball magazine, the U.S. agents representing volleyball players were finding contracts harder to come by in the aftermath of the disappointing American showing in Atlanta. "The world market value isn't even close to what was anticipated based on what happened at the Olympics," said Tom McCarthy, who represents players on the U.S. men's and women's teams (T. McCarthy, personal communication, February 1999).

Making it even tougher was a ruling in Europe that allows club teams, volleyball and otherwise, to have as many foreign players as they want, so long as they are from a country in the European Economic Commission. The following 16 countries are included in the European Union: Austria, Belgium, Denmark, Finland, France, Germany, Greece, Ireland, Italy, Luxembourg, The Netherlands, Portugal, Spain, Sweden, United Kingdom, Switzerland (J. Kessel, personal communication, March 31, 1999). An Italian club team

can now have four Germans on the roster and they are not considered players from another country. "The international teams will be able to get decent players for less cost and less expense for transportation," says Andy Inveiss, who also represents players on both national teams. "They will still have to pay them a salary, but there will be more movement of players" (A. Inveiss, personal communication, February 1999).

Perhaps the best summation of the tough post-Olympic sell was offered by agent T.P. McCabe, who said, "Players from Bulgaria and Yugoslavia will sign for a box of chocolates. And they finished better in the Olympics than the U.S." (Patterson, 1996, p. 38).

Italian Volleyball--The Pioneer.

In the early '80's, the first big-money contract was signed by an Italian player, and soon the best male and female players from North and South American, Europe and Asia were signing up for Italian classes and hiring agents to help them with contracts.

By 1989, volleyball in Italy got so competitive that Italian billionaires were trying to outdo each other, buying the world's best players as if they were race horses. It was not unusual for top Italian players to sign contracts approaching one million dollars a year. It was in that same era that Karch Kiraly and Steve Timmons made their way on the Italian volleyball scene when they signed contracts to play in Ravenna, Italy. Plush houses and free meals at top restaurants were not uncommon perks for the top international players. With tax lawyers helping players to ease the burden of paying some of that Lira back, the experience was quite profitable for these Americans. "Italy was nothing like I'd ever experienced," says Kiraly. "The passion of Italians for sports is to play every single day against the best players in the world" (Shewman, July 1997, p. 62).

United States Volleyball Association.

USA Volleyball, the governing body of volleyball, is the association in the United States that every player must go through to get permission to play volleyball internationally.

John Kessel, who is known as Mr. International Volleyball because of the numerous volleyball clinics and camps he travels to and organizes all over the world, was extremely helpful in the process of putting the guidebook together. Kessel receives approximately 100 requests per year asking for information on playing volleyball internationally (J. Kessel, personal communication, April 1998). With *A Guidebook to Playing International Volleyball*, Kessel will be able to direct many of these players to the USA Volleyball Web Site where players will be able to access the guidebook to research information on their own.

CHAPTER 3

Methodology

Specific resources were used to obtain information for the study of *A Guidebook to Playing International Volleyball*. Past and present players, college coaches, agents, and representatives of USA Volleyball all provided input for the guidebook. Stories and quotes from athletes who played international volleyball were found in Volleyball Monthly and Volleyball magazines.

The Internet was used to access general volleyball and international information as well as specific information from international volleyball web sites. The use of electronic mail was used to communicate with players, coaches, agents and the staff of USA Volleyball. Although there were a number of sources that helped provide information for the guidebook, the primary avenue of compiling information for *A Guidebook to Playing International Volleyball* were the results of four questionnaires which were sent to past and present international volleyball players, college coaches, and agents between the 1992-93 and the 1998-99 seasons.

Tool Development

Format of Questionnaires

The four questionnaires were evaluated for clarity and the content was developed for a specific target group, which included past and present players, college coaches and agents. All the questionnaires included open-ended questions and three of the four questionnaires included both open-ended and close-ended questions. All four questionnaires were sent by mail or e-mail, and, in some cases, questionnaires were sent by fax transmission.

Three practitioners in the field of volleyball reviewed all of the questionnaires. The jury consisted of the researcher, a representative of USA Volleyball and an American player

who played volleyball internationally. Reviewers of the questionnaires found that the questionnaires asked the appropriate questions and were not biased in any way.

Selection of Subjects

The selection of subjects for this study included the following: 67 volleyball players playing volleyball internationally; 600 men's and women's collegiate volleyball coaches; 8 agents; and two employees of USA Volleyball.

Procedures

Sixty-seven players who participated in the 1992-93 and 1998-99 volleyball seasons were sent the Current International Player questionnaire. In 1992-93, questionnaires were sent through the mail and included a postage paid coupon for a stamp as well as an addressed envelope in which to return the questionnaire. Addresses were accessed by USA Volleyball, which kept a database of the international addresses of Americans. In 1998-99, players were asked to respond using an e-mail address, which resulted in a decrease in the cost of the study as well as an increase in the speed of exchanging information. In 1998-99, USA Volleyball discontinued maintaining their database of American international addresses, causing a decrease in questionnaires sent out during the 1998-99 season. All e-mail addresses were accessed by agents who were willing to give out their client's contact information.

In 1999, 600 college coaches who were current members of the American Volleyball Coaches Association (AVCA) were sent the College Coaches questionnaire through e-mail. The e-mail addresses of the college coaches were obtained from USA Volleyball who keeps a database of all AVCA members.

During the 1998-99 season, seven agents and one scout were sent the Agent questionnaire by mail, fax and e-mail, depending on the contact information available. General contact information on agents is tracked through USA Volleyball, which provided

the list of current agents/scouts who work with international volleyball players as well as international volleyball teams.

From 1992-1999, there were four in person meetings and several e-mails exchanged with the researcher and the two members of USA Volleyball involved in the study of the guidebook.

Characteristics of the subjects

There were 38 female and 29 male international volleyball players who were sent the Current International Player questionnaire.

College coaches who were current members of the AVCA representing Division I, Division II, Division III, and NAIA were sent the College Coaches questionnaire as well as the Past International Player questionnaire. It is important to note that not all coaches were qualified to answer the two questionnaires they were sent. They needed to have some prior knowledge of international volleyball to be eligible to respond to the questionnaire.

There were seven agents and one scout who were sent the Agent questionnaire. All subjects in this category were male, although there are both male and female players who play volleyball internationally.

The two representatives of USA Volleyball, who were contacted in the research of the guidebook, John Kessel and Carla Hall, were identified as the liaisons to Americans playing volleyball internationally.

Data Analysis

Complete results of the data from each questionnaire returned were formatted on a spreadsheet to study the results. A sample group of five collegiate volleyball players were given the result spreadsheet and asked to prioritize the information. The researcher used the results of the sample group to identify the most important data from the questionnaire to include in the guidebook.

Perceived Limitations

There was a limitation in the number of questionnaires distributed in 1998-99 compared to the mailing in 1992-93. This was due to USA Volleyball discontinuing the maintenance of their database of international player addresses.

CHAPTER 4

Analysis and Interpretation

In collecting information for *A Guidebook to Playing International Volleyball*, twenty college coaches were randomly identified and interviewed at the 1993 Volleyball Festival to help establish the need for a guidebook. Each coach expressed that there was a definite need for a guidebook for players interested in playing volleyball internationally. In addition to the in-person interviews with college coaches, questionnaires were sent to past and present players, college coaches, and selected agents.

The primary source of information used in *A Guidebook to Playing International Volleyball* came as a result of the returned past and present player questionnaires.

Questionnaire Results

Sixty-seven Current International Player questionnaires were sent to players who were playing volleyball internationally at the time they received the questionnaire. A total of 25 were returned with a return rate of 37%. Chart 1 indicates the questionnaire return data.

Six hundred college coaches were sent the College Coaches questionnaire and the Past International Player questionnaire. Only those coaches who had prior experience with living, traveling, recruiting or playing internationally were able to answer this questionnaire. Due in part to the restrictions of the questionnaire, seven college coaches returned the College Coaches questionnaire. The Past International Player questionnaire was specific to coaches who had played volleyball internationally in the past. Again, due to the limitations of the scope of the questionnaire, there were five college coaches who returned the Past International Player questionnaire.

Past and Present Player Questionnaire Results

There were a total of 25 returned Current International Player questionnaires and five returned Past International Player questionnaires from college coaches. The information from the past and present players was consistent in virtually every category. The following results are the compilation of information from the thirty total returned questionnaires from past and present international volleyball players:

Country

There were a total of eight countries represented by the thirty questionnaires returned as indicated in Chart 2. Thirty percent of the respondents played in France (9 of 30 respondents); 7% played in Germany (2 of 30 respondents); 17% played in Italy (5 of 30 respondents); 30% played in Switzerland (9 of 30 respondents); 7% played in other countries (5 of 30 respondents). Two of the five respondents played in Spain, while one played in Greece, one played in Finland, and one played in the Netherlands.

CHART 2
Participation by Country

The results of the data in Chart 2 show that the four countries that were the focus of the guidebook (France, Germany, Italy, and Switzerland) were the primary locations that Americans chose to play international volleyball. Out of all the other countries in the world there were only five respondents in this study who played in a country other than the four focus countries.

Previous Experience

There were 29 respondents who indicated their previous experience and all had a minimum of Division I collegiate experience (100% of respondents to this question). Six of the 29 had some experience with the national team. None of the respondents played at a division lower than NCAA Division I. Chart 3 provides the data on previous experience of respondents to the questionnaire.

CHART 3
Previous Experience

It is important for prospective players to see that, in general, it is the top-level players in the country who are going overseas to play volleyball. As shown by Chart 3 there were no players in this study who played at a level lower than Division I.

Age

The average age of respondents who played volleyball internationally was 25.24 years old. The oldest player was 31 years old and the youngest was 22 years old. The median age of the respondents was 26.5 years old.

Division of Respondents

Seventy-one percent of the respondents competed in the top division (first division) of the country in which they played (20 of 28 respondents); twenty-one percent of the respondents competed in the second division of the country in which they played (6 of 28 respondents); seven percent of the respondents competed in the third division of the country in which they played (2 of 28 respondents). Chart 4 shows the international division in which the 28 respondents competed.

CHART 4
Division of Respondents

As indicated by the results of the questionnaire, the respondents who played volleyball internationally seem to continue their career at a generally high level. The results of Chart 4 indicate that most players are competing at the highest level that the chosen country has to offer.

Salary

Of the 22 respondents who answered this question, three gave their salary in the currency of the country in which they played rather than in USD (United States Dollars). Currencies were translated by the researcher to USD by using the exchange rate for January 1, 1993, which was the approximate date the three questionnaires were received. Exchange rates in 1993 were found by using the search engine *Yahoo!* under the search words of *exchange rate*. The Internet site Accu-Rate Foreign Exchange was found. Historical Currency Rates were then accessed and the date of January 1, 1993 was input.

There were two respondents whose salaries ranged from \$1500-\$2000 per month. The dollar amount of \$1750 was used to calculate these two respondents' monthly salaries.

The average monthly salary of the 22 respondents was \$1600 (rounded to the nearest \$100). The average monthly salary of the 19 women who responded was \$1700

(rounded to the nearest \$100). There were three male respondents who indicated their salary per month. The average of the three males was \$1000 (rounded to the nearest \$100) per month. Chart 5 shows the overall average salary per month of the respondents. In addition it shows the breakdown of average salaries between the male and female respondents.

For players interested in continuing their careers overseas, it is helpful to know the compensation that other players received in the past. This can be helpful when negotiating contracts. In general, the average salary is received in addition to bonuses such as a free apartment (or flat) and car.

Average Salary by Country

The following are the average salaries of the respondents by country and rounded to the nearest \$100 as indicated by Chart 6: France - \$1300 per month (7 respondents); Germany - \$400 per month (1 respondent); Italy - \$3800 per month (3 respondents); Switzerland - \$1700 per month (9 respondents); Other - \$600 per month (2 respondents).

CHART 6
Average Salary by Country

Statistics of the salaries earned by the respondents in the different countries can be helpful for players in their decision making process of where to play volleyball internationally. Statistics show that players in Italy earned the highest salary, however, it was in Italy that players like former Olympian, Kim Oden faced money problems. Oden, captain of the 1992 U.S. Women's National Team, played in the small city of Bari following the Barcelona Olympics. After the first month, the checks stopped coming, and the excuses kept growing. One morning she went out to her car, which was part of her contract, to drive to another meeting about getting paid. It was gone, stolen back by the club . . . "I finally left in mid-season," Oden says. "The ones who stayed through the season never got paid" (Shewman, July 1997, p. 63).

Bonuses

Another result of the questionnaire indicates the bonuses respondents received. The most common bonuses received were an apartment (sometimes called 'flat'), a car, and airline tickets. Of the 30 respondents, all but two players received at least one of these three bonuses. Chart 7 shows the breakdown of the three most common bonuses received by respondents.

CHART 7
Bonuses

There are other bonuses that players received such as free language lessons, free meals, cash for winning matches, cell phones, and payment of utilities. In general, as shown by Chart 7, the three most prevalent bonuses were free round trip airline tickets, a car, and an apartment (or flat). These three bonuses are the most common because that is, generally, what most players seek to have included in their contract.

Problems

Twenty-nine of the 30 respondents indicated problems with their experience internationally. Players faced such problems as a language barrier, not being paid on time or at all, unfulfilled promises such as receiving a nice car or a furnished apartment, as well as a lack of commitment from teammates. The biggest problem faced by the 30 respondents was a language barrier; forty percent of the respondents indicated that the language barrier was a problem (12 of 30 respondents). As indicated by past player Bryan Ivie, the language barrier can create difficulties. Ivie experienced problems going from playing with the same group of Americans for a number of years in the U.S. to being unable to communicate with all of the teammates and coaches of his new team. "... I

can't really speak to too many of the guys. There are a few guys that speak a little bit of English, but as far as the coaches go they don't speak a lick" (Time out with Bryan Ivie, 1996, p. 18).

Agent Questionnaire Results

Another important source of information came from agents who represent Americans playing volleyball internationally, as well as scouts who represent the teams internationally by finding Americans to fill their needs. The information provided from many agents often did not create a positive experience of playing volleyball internationally. Many agents have dealt with the problems of more than just one player on a daily basis. Some agents have had players call them from Europe because a bed was too short. They deal with teams who do not pay the players on time or what was promised. According to former agent T.P. McCabe, because of the number of problems involved with being an agent, the number of agents who represent players changes yearly (T.P. McCabe, personal communication, February 1999). During the research of this project two agents who provided important information about the international experience are no longer accepting players. They have quit the business due to the instability and problems of the job. In 1998, there were seven people who were distinguishing themselves as agents and one who was a scout. Of those, four questionnaires were returned giving a return rate of 50%.

Review of Guidebook

There were two current agents who were given *The Things to Know Before You Go* section of the guidebook to review, edit and respond. Both of their ideas and suggestions were implemented to some extent, however, it was obvious that they were mostly concerned about their own personal success. For example, one of the agents who is a lawyer recommended that a lawyer review all contracts. The other agent, who is not a lawyer, thought that this was not needed and would only cause problems in the future if players were to deal with lawyers.

It was important to find unbiased experts to review a copy of the guidebook. John Kessel and Carla Hall of USA Volleyball received a copy of the guidebook for their review. They both had a number of suggestions and ideas that were then implemented in *A Guidebook to Playing International Volleyball*.

The final review of *A Guidebook to Playing International Volleyball* was derived from a random sample of collegiate coaches and players. Ten players and ten coaches from the Big West, Big 10, Atlantic Coast Conference (ACC), Big 12, and Pac-10 conferences received a copy of the guidebook along with an evaluation questionnaire. Both evaluations consisted of nine general questions about the format, content and usefulness of various sections in the guidebook. Each question was measured by the following Likert scale: 1 = Strongly Agree, 2 = Agree, 3 = Neutral, 4 = Disagree, and 5 = Strongly Disagree. In addition to the nine general questions that were consistent to both questionnaires, there were three specific questions that related specifically to coaches and players. The final question on both evaluations asked players and coaches for suggestions and advice for the guidebook.

There was a 100% response rate from the ten college coaches to the questionnaire. Seventy percent of the college players returned the questionnaire. Out of the collegiate coaches who answered the questionnaire, one hundred percent of the respondents coached players who played international volleyball. One hundred percent of the college coaches had been asked for their advice on how to go about the process of playing international volleyball. Ten percent of the coaches had played volleyball internationally. Fifty-seven percent of the college player respondents have an interest in playing international volleyball.

In general, there were no major differences in the evaluations of the guidebook between the total number of coaches and players who returned the questionnaire (17 total respondents). Because of the similarities in the answers of the two questionnaires, results are presented as a whole rather separating the evaluations by players and coaches.

TABLE 1
Guidebook Evaluation

SECTIONS	STRONGLY AGREE	AGREE	NEUTRAL	DISAGREE	STRONGLY DISAGREE	NO ANSWER
Things to Know Before You Go	74%	26%				
Web Site Addresses	71%	29%				
International Volleyball Player List	47%	41%	11%			6%
Focus Countries	71%	29%				
Results of Player Questionnaires	76%	12%	12%			
Agents	65%	24%	11%			
Past Player Quotes	47%	29%	18%	6%		
International Travel	65%	35%				

As indicated in Table 1, the majority of the answers to every question in the evaluation fell under the range of Strongly Agree and Agree. The end of each evaluation gave coaches and players an opportunity to offer advice and suggestions in each of the specific sections of the guidebook. Responses and suggestions from the sample group were evaluated and certain modifications were implemented in the final copy of *A Guidebook to Playing International Volleyball*.

CHAPTER 5

Conclusions, Recommendations, and Summary

Conclusions

In conclusion, interested players and coaches will be able to access *A Guidebook to Playing International Volleyball* on the USA Volleyball Web Site at usavolleyball.org. John Kessel of USA Volleyball is the publisher of the guidebook and will determine the layout of the guide on the web site.

As a result of creating *A Guidebook to Playing International Volleyball*, it is clear that there are many issues one must be aware of before making the decision to play volleyball internationally. It is often more of a style of life decision than a money decision and those who do not realize this concept could be in for a negative experience. Besides offering advice on how to go about playing volleyball internationally, this guidebook can help individuals decide if they are the right type of person to play and live internationally. Americans who play volleyball internationally are living outside of the United States and often working with actual citizens of an international country, as well as playing volleyball. If players are not able to live, communicate, and work with the people of a different culture, it will be very difficult to have a successful experience.

It was also found that there are many problems associated with playing volleyball and living in a different country. This guidebook made reference to a number of factors that are important for players to know and consider. The Things to Know Before You Go section of the guidebook represents the issues players should be aware of. It would be the ideal situation to have everything known before going abroad, but the reality of the situation is that there are a number of unknowns.

Recommendations for further study

The recommendation for further study of playing volleyball internationally is to possibly investigate the change in player participation by country during a significant time span of at least 10 years. In 1992, there were a total of 15 American men and women playing international volleyball in Italy. In 1998, there were a total of six American men and women playing international volleyball in Italy. There is a similar decrease for the countries of Switzerland and France. The study would focus on the reasons for the decrease in player participation in some countries and increase in participation in other countries. In 1992, there were zero American men and women playing international volleyball in the Netherlands. In 1998, there were a total of 10 Americans playing in the Netherlands. Possibly a study could focus on the changes and trends of player participation in the countries where Americans are playing volleyball internationally.

Summary

In summary, this guidebook is to be used as a resource guide to help players research their own situation. It can be used to find agents or to find other players on a specific team or country. It can help give basic etiquette on the countries of France, Germany, Italy, and Switzerland. It can provide names and addresses of federations, as well as specific addresses of teams in the countries of France, Germany, Italy, and Switzerland. It can help players research information using the Internet with the web site addresses that are included in the guidebook.

It is important for players to realize that there is no perfect situation. Playing volleyball internationally can be a wonderful or very negative experience. Regardless, it will be an experience that many players will remember for a lifetime.

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Time out with Fred Sturm. (1998, February). Volleyball, 9, p.16.

QUESTIONNAIRE A-Appendix A

(Current International Players)

Name: _____

Date: _____

International Address/Phone #

International Team Name, Coach, President:

Address/Phone #:

1. # of years you have played
internationally (counting this year):

2. Other teams you have played on
(countries and years):

3. Experience in the US (National
Team, college, other. . . and years):

4. Position played in US: _____

Internationally: _____

5. Age in first year: _____

6. Division/League (abroad):

of teams in league: _____

(if available, could you send a list
of the other teams in your division?)

7. Names of other Americans in your
division/league (if you know them):

8. # of players on your team: _____

9. # of foreign players allowed: _____

on your team: _____

10. # of coaches: _____

11. Language spoken on team: _____

of players who speak English: _____

Does the coach speak English: _____

12. Trainer or medical facilities available:

13. Length of season: _____

Practice starting date: _____

1st game date: _____

End of season date: _____

14. # of practices per week: _____

of games per week: _____

of games per season: _____

15. How are the practices compared to
when you played in the US?

16. Are there tryouts? _____

If so, when? How are they run?

17. Salary per month: _____

Length of contract: _____

(US \$/Local Currency)

18. Bonuses (apt., car, airline tickets,
language lessons, etc.):

19. Age range of players on your team: _____

20. Level of other players on your team:
 (Div. I,II,III,NAIA, JC, other): _____

21. Method of travel to matches: _____

 Furthest match away (city/miles): _____

 Closest match: _____
22. Type of city (size, climate): _____
23. Amount of support and attendance: _____

PLEASE FEEL FREE TO USE THE BACK OR EXTRA PAPER!

- A. How were you introduced to professional/international volleyball (Agent? USVBA? Personal contacts? Did they come to you?)? Would you recommend the avenue you took?

- B. What kinds of problems have you encountered?

- C. What are the adv./disadv. of your team/location compared to other teams?

- D. Are you able to travel? Where, when, how long?

- E. What advice would you give to someone who is going to play or thinking about playing professional volleyball internationally?

- F. Do you think that a guidebook such as the one that is being organized would have been helpful in preparing you for your experience?

- G. Comments:

QUESTIONNAIRE B-Appendix B

(Past International Players)

Name: _____

Date: _____

Current Occupation: _____

International Team Name, Coach, President: _____

Current Address: _____

Address/Phone #: _____

-
<p>1. International Team Name(s) and years you played internationally: _____
_____</p> <p>2. Experience in the US (National Team, college, other. . . and years): _____
_____</p> <p>3. Position played in US: _____
Internationally: _____</p> <p>4. Age(s) when you played: _____</p> <p>5. Division/League (abroad): _____
_____</p> <p style="padding-left: 20px;"># of teams in league: _____</p> <p>6. Names of other Americans playing at the same time in your div./league (if you remember): _____
_____</p> <p>7. # of players on your team(s): _____</p> <p>8. # of foreign players allowed: _____
on your team: _____</p> <p>9. # of coaches: _____</p> | <p>10. Language spoken on team: _____
of players who spoke English: _____
Did the coach speak English: _____</p> <p>11. Trainer or medical facilities available: _____</p> <p>12. Length of season: _____
Practice starting date: _____
End of season date: _____</p> <p>13. # of practices per week: _____
of games per week: _____
of games per season: _____</p> <p>14. How were the practices compared to when you played in the US? _____
_____</p> <p>15. Were there tryouts? _____
If so, when? How were they run? _____
_____</p> <p>16. Salary per month: _____
Length of contract: _____
(US \$/Local Currency)</p> |
|---|---|

17. Bonuses (apt., car, airline tickets, language lessons, etc.):

18. Age range of players on your team:

19. Level of other players on your team (Div. I,II,III,NAIA, JC, other):

20. Method of travel to matches:

Furthest match away (city/miles):

Closest match:_____

21. Type of city (size, climate):_____

22. Amount of support and attendance:

PLEASE FEEL FREE TO USE THE BACK OR EXTRA PAPER!

A. How were you introduced to professional/international volleyball (Agent, USVBA? Personal contacts? Did they come to you? . . . Etc.)? Would you recommend the avenue you took?

B. What kind of problems did you encounter?

C. What were the advantages/disadvantages of your team?

D. Were you able to travel? Where, when, how long?

E. What advice would you give to someone who is going to play or thinking about playing professional volleyball internationally?

F. Do you think that a guidebook such as the one that is being organized would have been helpful in preparing you for your experience?

G. Comments:

QUESTIONNAIRE C-Appendix C

(College Coaches)

Name: _____ Date: _____

University: _____

Title: _____

Phone #: _____

Current Mailing Address:

1. How many former players who you have coached have played or are currently playing volleyball internationally?
Who? Where?

2. Do you keep in contact with any of these players? _____

3. Have you personally traveled internationally? _____

Recruiting? _____

Vacation? _____

Other? _____

4. Do you have any advice from personal experience for players who are interested in playing volleyball internationally?

5. Do you have any advice from the experiences of former players or contacts that would be beneficial for players who are interested in playing internationally?

6. Do you have any other advice that you think would be beneficial to include in the "Guidebook to Playing Volleyball Internationally"?

7. Comments:

Please return to Devin Scruggs at the Fiesta Tournament in Arizona or send to:
University of Nevada
Women's Volleyball-264
Reno, NV 89557

QUESTIONNAIRE D-Appendix D

(Agents)

Name: _____ Date: _____

Name of Company: _____

Address: _____

Phone #: _____ E-Mail: _____

1. Years of experience as an agent: _____
2. Number of clients you represent at the present time: _____
3. Number of male volleyball players you represent: _____ Female: _____
4. Other sports represented: _____
5. Average pay scale for the athletes you represent: _____
6. Percentage of contract or payment that is paid to you, the agent: _____
7. Major determining factors in difference of pay: _____
8. Countries which generally pay more: Any difference based on gender: _____
9. Advice you have for American men and women graduating from college who have the desire to play volleyball internationally (i.e. How do they get started with the process?): _____
10. Specific things Americans should know about an agent or a contract before they sign: _____
11. Specific things Americans should know or do before they actually get on the plane to play volleyball internationally: _____
12. Major problems you have faced with international teams since you have been an agent: _____
13. Major problems you have faced with players since you have been an agent: _____
14. Comments: _____

Thank you for taking the time to fill out this questionnaire and return it to me.
 You may either return the actual questionnaire to me at the following address or
 e-mail the answers to dscruggs@unr.edu
 Devin Scruggs
 University of Nevada-264
 Reno, NV 89557

QUESTIONNAIRE E-Appendix E

(COLLEGE COACH EVALUATION OF GUIDEBOOK)

Please review A Guidebook to Playing International Volleyball and answer the following questionnaire.
Thank you in advance for your time.

QUESTIONS 1-9

THINGS TO KNOW BEFORE YOU GO (p. 6-11)

1. The Things to Know Before You Go section of the guidebook would be useful.

1 2 3 4 5

2. The format of the Things to Know Before You Go section is understandable.

1 2 3 4 5

WEB SITE ADDRESSES (p. 12)

3. The list of Web Site addresses is important.

1 2 3 4 5

INTERNATIONAL VOLLEYBALL PLAYER LIST (p. 14-22)

4. The format of the International Volleyball Player List is understandable.

1 2 3 4 5

FOCUS COUNTRIES (p.24-54)

5. The format and content on each specific country is important and appropriate (i.e. France, Germany, Italy, Switzerland).

1 2 3 4 5

RESULTS OF PLAYER QUESTIONNAIRES (p. 56-63)

6. The information in Results of Player Questionnaires Regarding Specific Teams would be useful.

1 2 3 4 5

AGENTS (p. 65-75)

7. The format and content of the Agent section is appropriate and would be useful.

1 2 3 4 5

PAST PLAYER QUOTES (p. 76-79)

8. The section on Past Player Quotes provides valuable information.

1 2 3 4 5

INTERNATIONAL TRAVEL (p. 80-85)

9. The International Travel section would be useful.

1 2 3 4 5

QUESTIONS A-D

A. Have you ever played volleyball internationally?

Yes No

B. Do you have any past players who have played volleyball internationally?

Yes No

C. If yes, did they ask you for advice on how to go about the process?

Yes No

D. What advice or suggestions do you have for the guidebook (Please be specific with regards to the section you are referring to. Feel free to use the back if necessary)?

QUESTIONNAIRE F-Appendix F

(COLLEGE PLAYER EVALUATION OF GUIDEBOOK)

Please review A Guidebook to Playing International Volleyball and answer the following questionnaire.
Thank you in advance for your time.

QUESTIONS 1-9

	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree
THINGS TO KNOW BEFORE YOU GO (p. 6-11)					
1. The Things to Know Before You Go section of the guidebook would be useful.	1	2	3	4	5
2. The format of the Things to Know Before You Go section is understandable.	1	2	3	4	5
WEB SITE ADDRESSES (p. 12)					
3. The list of Web Site addresses is important.	1	2	3	4	5
INTERNATIONAL VOLLEYBALL PLAYER LIST (p. 14-22)					
4. The format of the International Volleyball Player List is understandable.	1	2	3	4	5
FOCUS COUNTRIES (p.24-54)					
5. The format and content on each specific country is important and appropriate (i.e. France, Germany, Italy, Switzerland).	1	2	3	4	5
RESULTS OF PLAYER QUESTIONNAIRES (p. 56-63)					
6. The information in Results of Player Questionnaires Regarding Specific Teams would be useful.	1	2	3	4	5
AGENTS (p. 65-75)					
7. The format and content of the Agent section is appropriate and would be useful.	1	2	3	4	5
PAST PLAYER QUOTES (p. 76-79)					
8. The section on Past Player Quotes provides valuable information.	1	2	3	4	5
INTERNATIONAL TRAVEL (p. 80-85)					
9. The International Travel section would be useful.	1	2	3	4	5

(QUESTIONS A-D)

- A. Have you ever considered playing volleyball internationally? Yes No
- B. If yes, what country seems most appealing to you France Germany Italy Switzerland _____
(circle one or write one in)?
- C. What advice or suggestions do you have for the guidebook (Please be specific with regards to the section you are referring to. Feel free to use the back if necessary)?

A GUIDEBOOK TO PLAYING INTERNATIONAL VOLLEYBALL-Appendix G

A GUIDEBOOK TO PLAYING INTERNATIONAL VOLLEYBALL

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Dedicated to Cathey Scotlan

I want to dedicate this guidebook to my friend Cathey Scotlan. Cathey and I played volleyball together at the University of the Pacific for four years. In my research for this guidebook, I spent time with Cathey in Geneva, Switzerland, where I was able to see what her life was like playing volleyball and living internationally. I spent time with Cathey and one of her Swiss teammates and was able to watch her team practice. Cathey and I stayed up late talking about the old days at UOP and of past players and coaches. We talked about the future and of our personal goals. I was the last person from the U.S. to be able to have an in-person conversation with Cathey. Two weeks after I left, Cathey inexplicably had a seizure and collapsed alone in her apartment in Geneva. Cathey survived 10 days without food or water before she was found.

Today, Cathey lives in a long term care facility in Berkeley, California, where she has been in a coma since 1993. In addition, doctors had to amputate one of Cathey's legs from the knee down. There has been no sign of any recovery.

The family has spent hundreds of thousands of dollars on medical bills, phone bills, and travel to and from Europe when Cathey was hospitalized there. Cathey was under the impression that she had insurance. Unfortunately, there was never a policy taken out on her. This is just one of the many things that Americans must be aware of when they go overseas.

Cathey with her coach in Geneva, Switzerland

If you would like to send a donation, Laura Scotlan, Cathey's sister, is a board member for the Starlings Volleyball club in Oakland, Ca., a junior volleyball program designed to service underprivileged girls-particularly in the innercities of America. Donations can be sent in Cathey Scotlan's name to the following address:

5374 Miles Ave.
Oakland, CA 94618

INTRODUCTION

For those interested in playing international volleyball, many opportunities exist. International teams seek players who can add strength and agility to their teams. Although nothing can prepare a player completely for the experience overseas, there are many factors to consider prior to making a final decision.

Many issues must be taken into account, such as life-style changes which may occur as a result of living in a different country. Also, Americans playing overseas must realize that they may have difficulty communicating with teammates because of language, culture, and philosophical teaching and training differences. Players interested in making this experience enjoyable as well as profitable must take these factors, as well as issues of contract and payment, into consideration.

Liz Hert Rey with her husband, Frenchman Christian Rey, who she met while playing in Lyon, France

Benefits of A Guidebook for the International Volleyball Player:

- ◆ Resource guide to help players research search their own situation
- ◆ *Things To Know Before You Go* section
- ◆ Important internet addresses
- ◆ List of American players and where they played from 1992 - present
- ◆ Identification of agents
- ◆ Agent and college coaches suggestions
- ◆ Past player quotes about their experiences
- ◆ Travel tips
- ◆ And much more!

It is important for players to realize that there is no perfect situation. Playing volleyball internationally can be a positive or negative experience. Regardless, it will be an experience remembered for a lifetime!

HOW TO GET STARTED

By reading this guidebook, you have taken the first step in gaining information about opportunities to play international volleyball. Keep in mind that if you are not an elite player with a minimum of several years of high caliber experience, you will not make a lot of money. International teams are looking for America's best to better their country's teams.

If you would like to play overseas, the following steps should be taken before ever getting on a plane to go abroad:

1. Know the level of player you are (National Team, Division I, II, III, NAIA, JC).
2. Decide what is most important to you (i.e. money, location, experience, etc.)
3. Read the *Things to Know Before You Go* section of this guidebook and decide if you still want to take on the challenge of playing international volleyball.
4. Use this guidebook and the internet to research teams and countries.
5. Research the different agents by using the guidebook to contact players who have been represented.
6. E-mail or call the agents who you think could assist you.
7. Complete an International Transfer Certificate for USA Volleyball and send them a check for \$250.00 (US). Some teams or agents will cover this expense.
9. Take *The Guidebook to Playing International Volleyball* with you when you go abroad.
10. Have fun, keep an open mind and enjoy your experience!

If you have any questions, you may contact Carla Hall of USA Volleyball at carla.hall@usav.org or by phone at (710) 637-8300. You may also contact John Kessel of USA Volleyball at john.kessel@usav.org. Remember, USA Volleyball does not act as an agent for players!

THINGS TO KNOW BEFORE YOU GO:

1. What is the name, address, phone, e-mail and fax number of the team, president, and coach of my team?
2. Do I have a contract? What is the length? Are there bonuses?
3. Who is my agent? Is my agent reputable? How is my agent receiving payment?
4. Has a lawyer reviewed my contract?
5. What is my salary per month? What date will I be paid?
6. Where will I live? Is it furnished?
7. Will I have a phone set up in advance? Will I have Internet access with e-mail set up in advance?
8. Can I get a subscription to *Volleyball Magazine*?
9. How many round trip airline tickets do I get? Will they be in my possession before I depart the United States?
10. What is my transportation while I am abroad?
11. Do I have car insurance? Do I have medical insurance?
12. Am I familiar with the drug testing policies?
13. Will I be provided language lessons?
14. What other Americans have played for the team or in the league?
15. Do I have relevant information about the city (i.e. population, culture, climate, etc.)? Are they supportive of volleyball?
16. How long does the season last?
17. How many practices and games do I have each week?
18. How are the practice & playing facilities?
19. Are there athletic training & medical facilities?
20. How important is my passport?
21. What is the age range and level of the other players?
22. How is the officiating?
23. Am I an introvert or an extrovert?
24. Am I prepared for the unexpected?
25. Is it possible for me to visit the team and country before making a decision?
25. What if I still have eligibility left to play in the United States?
26. Have I filled out an International Transfer Certificate?

AN IN-DEPTH LOOK AT THE THINGS TO KNOW BEFORE YOU GO:

INFORMATION YOU SHOULD KNOW BEFORE YOU GO:

GENERAL INFORMATION

- * Find out the name of the team, president, and head coach.
- * Find the address, phone and fax numbers, and e-mail addresses for each person.

CONTRACT

- * Sign a contract that you understand.
- * Know the length of the contract..
- * Know what bonuses are included.

AGENT

- * Find a knowledgeable and reputable agent..

LEGAL CONSIDERATIONS

- * It is advised that a lawyer review your contract before signing.

SALARY

- * Know the salary per month in USD.
- * Know the currency of payment..
- * The average salary for respondents of a questionnaire for this guidebook was \$1600 per month.

HOUSING/CHECK SYSTEM

- * You will most likely be living in an apartment (sometimes called a flat), a house, or with a family.
- * If living alone, have a check system within the country you are living.

SUGGESTED QUESTIONS:

- * Can I get the address and phone number of where I will be living?

- * What happens if I quit the team during the middle of the year?
- * What happens if I change teams during the year or following the season?

- * How is my agent receiving payment?
- * Will my agent help me if I get into trouble overseas?

- * How is the lawyer going to receive payment?

- * What date will I be paid?
- * What happens if I don't get paid at all or on time?
- * How will my taxes be paid?

- * Is it furnished?
- * When can I move in?
- * Will I have a roommate?

INFORMATIONAL NOTES:

- * It is important to have a place to live before you move to avoid living out of a suitcase for an extended period of time.

- * Common bonuses include an apartment, car, round trip airline tickets, and language lessons.

- * Use this guidebook to research an agent..
- * Contact former players and ask about the reputations of agents.

- * You are often signing up for an adventure and an experience rather than to be a "Professional Volleyball Player."

- * For many players, getting paid is their biggest problem.
- * Currency exchange rates change. Find out the date of each month when the money is exchanged.

- * Try to secure the housing before arrival for a smoother transition.

INFORMATION YOU SHOULD KNOW BEFORE YOU GO:

SUGGESTED QUESTIONS:

INFORMATIONAL NOTES:

COMMUNICATION

- * Request a phone and number to be set up in advance.
- * A second phone line and modem are needed to send and receive e-mail.

- * Does my family know how to get a hold of me?
- * Does my family have a copy of my itinerary and match schedule?
- * Do I know the phone number of where I will be living? Have I called the number in advance to make sure it works?
- * Do I know my e-mail address?

- * It is recommended to set up a consistent day and time to call or e-mail someone in the United States, so they know that you are safe while living abroad.
- * Communicating by e-mail is cheaper than long distance phone calls. It is recommended even if the club does not pay for it.

MAGAZINE

- * Subscribe to *Volleyball Magazine* to keep up with volleyball in the United States.

- * Do I know my new address where I can have the magazine sent?

AIRLINE TICKETS

- * Have a round trip ticket in your possession before leaving the United States.

- * How many round trip tickets will I receive?
- * Can I use one to go home for Christmas?

- * Many players will receive two round trip tickets.

TRANSPORTATION

- * Many teams will provide players with one of the following: car, bus ticket, train ticket.

- * If a team is not providing transportation, how will I travel?
- * If I get a car, will my gas be paid for or is there a gas stipend?

INSURANCE

- * Medical Insurance: Regardless of the contract, keep some medical coverage in the United States.
- * Car insurance is needed overseas if you are going to drive.

- * Has a medical insurance policy been taken out on you?
- * Has a car insurance policy been taken out on you?
- * What does the insurance cover (i.e. hospitalizations, emergencies, non-volleyball and volleyball related injuries)?

- * Just because your contract says you have insurance, that does not mean a policy has actually been taken out on you.

DRUG TESTING

- * You may be drug tested at any time.
- * Obtain a copy of the current doping list for the country you are playing.
- * The doping list often changes. Get a current list each year.

- * If I am tested positive for a banned substance, what happens?

- * Over-the-counter medicine in the U.S. may be a banned substance in a foreign country.
- * If tested positive for a banned substance it is possible that your team will be stripped of wins in which you were a participant.

INFORMATION YOU SHOULD KNOW BEFORE YOU GO:

SUGGESTED QUESTIONS:

INFORMATIONAL NOTES:

LANGUAGE

- * Learn the language of the country where you are playing.
- * It is highly recommended that you take language lessons.

- * Will the team pay for language lessons?
- * Where will I take the lessons?

- * It is important to be able to communicate effectively to voice problems, concerns, negotiate contracts, etc.

FORMER PLAYERS

- * Use the guidebook to find Americans who played on the team you are interested in.

- * What were the positive and negative experiences of the other Americans?
- * What agents did they use?

- * Phone numbers and addresses of players are not listed in this guidebook. John Kessel or Carla Hall of USA Volleyball may be able to help you.

CITY/SUPPORT

- * Research the population, climate, and culture of the city.
- * Ask your agent, coach or president about the support of the community.
- * Find out the average attendance at matches.

- * Do I plan on traveling? What type of clothing will I need (summer, winter, etc.)?
- * Do the fans get out of control?

- * Most airlines allow three checked bags and will often charge for heavy bags.
- * Everything you take you will have to bring home!

LENGTH OF SEASON

- * Generally, players report in early October and playoffs are in early May.

- * Do I know the exact date when I need to be there?
- * Will I have time to travel during the season?

- * Securing the exact dates is helpful when planning extra curricular trips or plane flights when going home.

PRACTICES/GAMES

- * Generally, there are three to four practices and one game per week.

- * How many practices and games are there per week?
- * Do we ever practice twice a day?
- * How long are the practices?
- * Do we have strength training?

- * Many Americans find practices overseas very different from their collegiate experiences. Often the intensity is not what most Division I players are used to.

PRACTICE/GAME FACILITIES

- * Find out the location of practice and playing facilities

- * Do we have our own facility?
- * What is the surface (wood, sport court, other)?

- * Often, facilities overseas are not as nice as what many Americans are used to. Some times there is no heat in the gymnasiums.

MEDICAL

- * The athletic trainer is often called the "physio".
- * Find a doctor you can trust.

- * Is there a trainer?
- * How often is the trainer present?
- * What are the medical facilities like?

- * Former Olympian Flo Hyman went to a Japanese doctor before she collapsed and died, and complained about chest pains. He brushed her off!

**INFORMATION YOU SHOULD
KNOW BEFORE YOU GO:**

PASSPORT

- * Obtain a valid passport for at least six months past the length of your stay.
- * Passport must be with you during every match.
- * Do not give your passport to anyone.
- * Make copies of your passport and keep in a separate place.

**AGE AND ABILITY OF
PLAYERS**

- * The age of players ranges from 16-40 (based on players who returned a questionnaire for the guidebook).

OFFICIATING

- * Receiving multiple yellow cards over the course of the season can be grounds for suspension.
- * One red card is a certain match suspension.

PERSONALITY

- * Outgoing players who are able to make friends easily usually have a better experience abroad.
- * There is a lot of down time.

UNEXPECTED SITUATIONS

- * Always be prepared for the unexpected.
- * Act in a professional manner.
- * Prioritize your needs.

PRELIMINARY VISIT

- * It is recommended that you visit the country and team before making a decision to play

SUGGESTED QUESTIONS:

- * What is the age range and ability level of the other players?
- * Is the level too high for my ability and experience?

- * Has anyone on the team ever been suspended for a match for receiving yellow or red cards?

- * Am I an extrovert or an introvert?
- * Do I have the right personality to play volleyball internationally?

- * How do I respond to a change in life-style?
- * How do I respond to problems?

- * Does the team have tryouts?
- * If I come and visit will they want me to tryout?

INFORMATIONAL NOTES:

- * Players are "owned" by the club. You have a card that the club owns. You cannot play without this card. Until your league card arrives, you need to have your passport with you at matches to prove who you are.

- * It is possible you will be on a team with high school age players.
- * Other members of the team will often have full or part time jobs or will be full or part time students.

- * You are not allowed to talk back to the referee, in any language.

- * Introverts are often found at home watching television and not experiencing the surroundings.

- * Most likely you will not get all of your questions answered.
- * You will probably get bored, paid late and not catered to as many American athletes are used to.

- * Some teams will have you tryout during a team practice. Others do not hold tryouts at all.

INTERNATIONAL TRANSFER CERTIFICATE

- ◆ U.S. players who play abroad must complete an International Transfer Certificate.
- ◆ All foreign clubs require this document, with the exception of clubs that compete in lower ranked divisions.
- ◆ Lower ranked clubs may only need a letter of release from USA Volleyball.
- ◆ The international transfer process is as follows:
 1. Obtain the current season's International Transfer Certificate from Carla Hall at USA Volleyball:
Phone - (719) 637-8300, Fax - (719) 597-6307, or E-Mail at carla.hall@usav.org.
 2. Complete all personal information in the "player" section of the form.
 3. Federation of Origin is USA Volleyball.
 4. Club of Origin - enter name of foreign club you played for last year, or the name of the United States university you played for during the past year, if you just graduated (or if you are still in school).
If a foreign club or American university is entered in the Club of Origin field, the foreign club/ American university you played for during the previous year must sign the International Transfer Certificate. If none of the above applies to your situation, enter NONE in the Club of Origin field.
 5. Receiving Federation - enter name of foreign volleyball federation in the country where you will be playing, for example, French Volleyball Federation.
 6. Receiving Club - enter the name of the foreign club you will be playing for during the season.
 7. Enter the beginning and ending dates of transfer (day/month/year). An International Transfer Certificate is valid for only one season. For example: 01/09/99-31/05/00 (September 1, 1999 - May 31, 2000). The following transfer dates are an example of invalid dates and would not be approved by USA Volleyball: 01/9/99-31/05/01.
 8. The transfer fee, payable to USA Volleyball for all U.S. players who transfer to a foreign club, is 250 (US) dollars. Many clubs will forward funds directly to USA Volleyball via bank wire transfer. (Carla Hall can provide USA Volleyball's bank information to you, your club or your agent.) Players may also pay USA Volleyball the transfer fee directly and then receive reimbursement from their club. Additionally, if you have an agent, he may collect the transfer fee on your behalf and forward it to USA Volleyball. International Transfer Certificates will not be released to a player's agent or foreign club until the transfer fee has been received by USA Volleyball.
 9. Conditions - leave blank. USA Volleyball will acknowledge receipt of international transfer fee.
 10. Make four (4) additional copies of the transfer document.
 11. Player signs all five (5) International Transfer Certificates at the bottom of form on "Player" line.
 12. Affix a passport size photo to each copy (five photos total) of the International Transfer Certificate.
 13. Obtain the rest of the approval signatures at the bottom of the International Transfer Certificate. USA Volleyball can approve the document at any stage of the process.
- ◆ Sample Approval Process:
 - a. Player signs the document and forwards to USA Volleyball.
 - b. USA Volleyball approves and forwards (upon verification of receipt of transfer fee) to the Club of Origin (foreign club or American university, if applicable), the foreign receiving club or foreign receiving federation.
 - c. If the Club of Origin (if applicable), the foreign receiving club or the foreign receiving federation have already signed, USA Volleyball will forward the player's International Transfer Certificate to the international federation, the Federation Internationale Volleyball Federation (FIVB), for approval.

- ♦ If you send an International Transfer Certificate to USA Volleyball that must be forwarded next to a Club of Origin or a foreign receiving club, USA Volleyball needs the name, street address, phone and or fax numbers of the Club of Origin or foreign receiving club who is to receive the transfer. USA Volleyball will forward the International Transfer Certificate to foreign addresses via DHL courier service. This service usually takes two days. Additional delivery days may be needed if the foreign club is located in a remote area.
- ♦ Due to time constraints, many clubs will ask USA Volleyball to approve the player's International Transfer Certificates via fax, and then follow with the approval of the original documents. Please note that, in all cases, original International Transfer Certificates must be forwarded to USA Volleyball for all athletes. Questions about the international transfer process may be directed to Carla Hall at USA Volleyball.

NCAA GUIDELINES FOR STUDENT ATHLETES AND AGENTS

If you currently have NCAA eligibility left then you fall under the category of a student athlete. There are two general rules that you as a student athlete must follow when dealing with athletic agents (or anyone who is interested in a business relationship with you).

1. An athlete may not accept cash, nor anything of tangible value from ANYONE.

This means that an agent may not buy you lunch, or give you anything. Of course an agent may correspond with you and send you information on his services or brochures about his company.

2. An athlete may not enter into any agreements either written or verbal.

Do not sign ANYTHING! You must also not agree to anything verbally. A respectable agent will not ask you to sign or agree to anything until after your eligibility has expired.

Violating either of these two rules could result in losing all your eligibility as well as your scholarship. An honest agent will make sure you know these rules, and will never attempt to break them. If you ever have a question, or an agent attempts to violate these rules, talk to your coach immediately, and contact your NCAA Compliance Coordinator. An agent may talk with you as often as he wishes (as long as you want to talk to him) and may correspond with you via the phone or mail.

WEB SITES

A Guidebook for the International Volleyball Player: www.usavolleyball.org

COUNTRIES WITH VOLLEYBALL WEB SITES

WWW.

COUNTRY	MISC. VB INFO. ADDRESSES	FEDERATION ADDRESS
United States	Volleyball.ORG/usav	usavolleyball.org
Argentina	Volleyball.ORG/argentina	
Australia	Volleyball.ORG/australia	avf.org.au
Austria	Volleyball.ORG/austria	asn.or.at/oevv
Brazil	Volleyball.ORG/brazil	cbv.com.br
Canada	Volleyball.ORG/canada	volleyball.ca
China	Volleyball.ORG/china	
Cuba	Volleyball.ORG/cuba	
Denmark	Volleyball.ORG/denmark	
England	Volleyball.ORG/england	
Finland	Volleyball.ORG/finland	
France	Volleyball.ORG/france	imaginet.fr/ffvolley
Germany	Volleyball.ORG/germany	
Greece	Volleyball.ORG/greece	
Iceland	Volleyball.ORG/iceland	
Ireland	Volleyball.ORG/ireland	clubi.ie/volleyball
Italy	Volleyball.ORG/italy	federvolley.it
Japan	Volleyball.ORG/japan	
Korea	Volleyball.ORG/korea	
Latvia	Volleyball.ORG/latvia	
Liechtenstein	Volleyball.ORG/liechtenstein	sportsnet.li/LVBV
Mexico	Volleyball.ORG/mexico	
Netherlands	Volleyball.ORG/netherlands	volleybal.nl
Norway	Volleyball.ORG/norway	nif.idrett.no/volleyball
Portugal	Volleyball.ORG/portugal	fpvoleibol.pt
Russia	Volleyball.ORG/russia	
San Marino	Volleyball.ORG/sanmarino	
Slovenia	Volleyball.ORG/slovenia	
South Africa	Volleyball.ORG/southafrica	
Spain	Volleyball.ORG/spain	sportec.com/index/voli.htm
Sweden	Volleyball.ORG/sweden	
Switzerland	Volleyball.ORG/switzerland	volleyball.ch

OTHER RELATED INTERNET INFORMATION

WWW.

MISC.

	ADDRESS
American Volleyball Coaches Association	avca.org
Bring it Promotions (site of agent Tim Kelly)	bringitusa.com
FIVB-Federation International de Volley-Ball	fivb.ch
International Travel & Business Etiquette	econ.state.or.us
Junior Volleyball's Information Source	vball.com
True North Volleyball Magazine	tnvmag.com
USA Today NCAA Volleyball	usatoday.com/sports/volleyba/svcw/svcwt1.htm
Volleyball Magazine	volleyballmag.com
Volleyball World Wide	Volleyball.ORG

INTERNATIONAL VOLLEYBALL

ASSOCIATION ADDRESSES

USA Volleyball
715 South Circle Drive
Colorado Springs, CO 80910-2368
Phone: 719-228-6800
Fax: 719-228-6899

France
Federation Francaise De Volleyball
43, Bis Rue d'Hautpoul
75019 Paris- Cedex 19
France
M. Maruice Boisseau, President
Tel.: 33 1 42 00 22 34
Fax: 33 1 48 03 47 68
Telex: 042/214 503 FRAVOLE

Italy
Federazione Italiana De Palavolo
Commissione Tesseramento
Viale Tiziano 74
00196 Roma
Italy
Mr. Carlo Magri, President,
Tel.: + 39 (6) 323 38 13F. Sassi
Fax.: + 39 (6) 323 37 96 F. Sassi
Telex: 043/616 170 Volley I

Germany
German Volleyball Federation
Otto-Fleck-Schneise 12
60528 Frankfurt
Germany
Mrs. Steffie Schnoor, President
Tel.: + 49 (69) 695 0010
Fax: + 49 (69) 6950 0124
Telex: 413 461 dvvd

Switzerland
Federation Suisse De Volley-ball
Muhlebachstrasse 5
Postfach 1068
6370 Stans
Switzerland
M. Daniel Evard, President
Tel.: + 41 (41) 610 50 50 Federation
Fax: + 41 (41) 610 95 38 Federation

Other Associations

Australia
Australian Volleyball Federation
28 davidson Avenue
Concord NSW 2137
Sydney, Australia
Tel.: 61 2 736 1478
Fax: 61 2 736 2028

Ireland
Volleyball Association of Ireland
47, Langton Prk
Newbridge, Co. Kildare
Ireland
Tel.: 45 41301 Ext. 137

Scotland
Scottish Volleyball Association
48, The Pleasance
Edinburgh EH8 9TJ
Scotland
Tel.: 031 556 4633

Belgium
Federation Belge De Volleyball
278 Bld. Lambrmont
1030 Bruxelles
Belgium
Fax: 32 2 2416564

The Netherlands
Nederlandse Volleyball Bond
Postbus 70
3440 AB Woerden
Netherlands
Tel.: 31 3480 11994
Fax: 31 3480 20809

Spain
Federacion Espanola De Voleibol
c/Valenzuela, 7-1
28014 Madrid
Spain
Tel.: 34 1 521 4636
Fax: 34 1 521 8278

Denmark

Dansk Volleyball Forbund
Idraettens Hus, Broendby Stadion 20
Kd-2600 Glostrup

Denmark

Tel.: 2 45 55 55, Ext 243

Fax: 2 45 62 45

Fax: 46 151 12155

New Zealand

Federation of Volleyball Clubs, Inc.
11 Dudley Road, Mission Bay

Auckland, 5, New Zealand

Tel.: 644 588 920

Fax: 644 712 312 (Wellington)

Sweden

Swedish Volleyball Association
Asens Gard

S-64300 Vingaker

Sweden

Tel.: 46 151 12005

England

English Volleyball Association
27 South Road

West Bridgford

Nottingham NG2 7AG

England

Tel.: 44 602 816324

Fax: 44 602 455429

Norway

Norges Volleyball Forbund

Hauger, Skolevei 1

1351 RUD

Norway

Tel.: 02 13 42 90

Tel.: 02 13 11 21

INTERNATIONAL VOLLEYBALL PLAYER LIST

WOMEN

Last	First	Club	Country	Years Played
Abbinante	Laura	V.C. Impact Sneek VBC	Netherlands	98
Adams	Monique	Volley Vicenza	Italy	93, 98
Adams	Monique	Amatori Volley Ball	Italy	95
Adams	Monique	Centro Ester Napoli VB Club	Italy	96, 97
Adams	Monique	Fioerentina Volley	Italy	92
Akers	Angela	Franches Montagnes	Switzerland	98
Andrasko	Jessica	Aukra Volleyball Klubb	Norway	95
Aspegren	Kelly	Pelgrim-Volco Ommen	Netherlands	98
Baldwin	Wendy	VBC Ecublens	Switzerland	96
Baldwin	Wendy	Yverdon Ancienne VBC	Switzerland	94, 95
Baldwin	Wendy	RTV Basel	Switzerland	93
Baldwin	Wendy	Asptt Toulon Volleyball	France	92
Beckenhauer	Melinda	Schweriner Sportsclub	Germany	94
Bragado	Danalee	Racing Club de Villebon 91	France	98
Bridson	Emily	KSV Wattwil	Switzerland	94
Bridson	Emily	C.V. Tenerife Los Compadres	Spain	93
Buckner	Annette	Panathinaikos	Greece	95
Builteman	Dana	VC Tirol	Austria	98
Busch	Nichole	Vesinet	France	93
Bush (Zetterlund)	Yoko	Orange Attackers VBC	Japan	98
Bush (Zetterlund)	Yoko	Daiei Volleyball Club	Japan	97
Bush (Zetterlund)	Yoko	Toshiba	Japan	96
Cecil	Morgan	Tornado Adliswil	Switzerland	95
Cecil	Morgan	Nimes Perrier	France	93, 94
Chapple	April	Club Pallavolo Vicenza	Italy	93
Chapple	April	Fideura Fulgor	Italy	92
Chapman	Morgan	Donaukraft VB Team	Austria	96
Charroin-Elkenberry	Dawnn	VBC Uni Bern	Switzerland	92
Clark	Tracy	Aquila Azzurra Trani	Italy	92
Clements	Melissa	V.C. Tirol Garten Hauer	Austria	97
Cobbs	Janet	Vakifbank Ankara	Turkey	95
Cobbs	Janet	Reggio Emilia	Italy	93
Collins	Deitre	Paris	France	93
Cordy	Erika	TV Creglingen	Germany	92
Corry	Melanie	Loncin Volleyball	Belgium	94
Crawford	Kim	TVDB Bremen	Germany	96
Crawford	Kim	Savonbinnan Ajo	Finland	95
Crochet	Angelle	VBC Glaionia/Notstal	Switzerland	97
Crockett-Royster	Rita	RTV Basel	Switzerland	93-97
Crockett-Royster	Rita	Roma Collu Aniene	Italy	92
Cross-Battle	Tara	Nestle Leite	Brazil	96-98
Cross-Battle	Tara	Ancona	Italy	92-94
Dane	Cara	KSV Wattwil	Switzerland	95
Davis	Laura	VC Kanti Schaffhausen	Switzerland	95
DeBolt	Courtney	Dick de Lango Volco	Netherlands	97
DeLong	Amy	Club Voleibol Torrelavega	Spain	98

Last	First	Club	Country	Years Played
Denoon-Chester	Lily	Corozal Pinkin	Puerto Rico	95, 97
Driscoll	Lisabeth	Bonduelle V.V.C.	Netherlands	97
Duke (Cooper)	Amy	Piet/Zoom./Dynamo Zaanstad	Netherlands	97
Duke (Cooper)	Amy	Link/AMVJ	Netherlands	96
Duke (Cooper)	Amy	Turn-und Sport. Tübingen	Germany	95
Duke (Cooper)	Amy	V.B.C. Francheville	France	94
Duke (Cooper)	Amy	Racing Club Cannes	France	92, 93
Eastman	Anne	Geneve Elite Volleyball	Switzerland	95
Eastman	Anne	V.C. Kanti Schaffhausen	Switzerland	94
Eggers	Mary	VBC Francheville	France	92
Eidenberg	Linda	V.C. Temse Dames	Belgium	96
Eidenberg	Linda	SV Sinsheim	Germany	95
Eldridge	Katy	Teadora Ravenna	Italy	96
Erlenborn	Jeane	VB Therwil	Switzerland	92
Ernest	Ginger	Bellis Temse	Belgium	98
Errthum	Rachel	Cornix Schelle Volleyball	Belgium	98
Everett	Christine	Dijon Talant Volleyball	France	94
Ferris	Melissa	RTV Basel	Switzerland	96
Fletcher	Wendy	RTV Basel	Switzerland	95
Foster	Nina	Nestle Leite	Brazil	98
Galer	Kara	VBC Koniz	Switzerland	98
Garner	Christine	G.S. Volley 2000 SRL	Italy	98
Garner	Christine	Besiktos Amnorklik Sp. Club	Turkey	97
Gathright	Lisa	Turn-und Sport. Tübingen	Germany	94
Glick	Heather	Lille University Club	France	98
Glick	Heather	VBC Wattignies	France	97
Glick	Heather	Venelles VB	France	96
Goods	Cecilia	CJD-Berlin	Germany	98
Granger	Mary	Club Voleibol Esplugues	Spain	92
Greiner	Karen	US Talence	France	94
Greiner	Karen	Istres Sports	France	93
Gunsaulus	Sara	V.C. Impact Sneek VBC	Netherlands	98
Hafner	Heather	Niort VBC	France	92
Haley	Deborah	Yverdon Ancienne	Switzerland	94
Haley	Deborah	FSG Moudon	Switzerland	92
Hall	Sherita	NUC Volleyball	Switzerland	96
Haller	Katie	VC Temse Dames	Belgium	95
Hambly	Marianne	ASPTT-Mulhouse	France	95
Hansen	Melissa	V.C. Tirol Garten Hauer	Austria	97
Hansen	Michelle	VB Franches-Montagnes	France	94
Harbour	Susan	ASPTT-Mulhouse	France	92-96
Hatchett	Marissa	Volley Vicenza	Italy	94
Heeter	Lorri	Asterix Kieldrecht	Belgium	92
Hepburn	Heather	A.S. Rochettoise VB	France	98
Hepburn	Heather	ATSC Klagenfurt	Austria	97
Hepburn	Heather	Nîmes Perrier VB	France	96
Hernandez	Sophia	G.F. Sporting Don Bosco	Italy	93
Hert	Elizabeth	St. Fons	France	92
Hintze	Staci	VB Club Wiesbaden	Germany	97
Holmes	Monica	VBC Koniz	Switzerland	94

Last	First	Club	Country	Years Played
Hoppes	Kimberley	Pieksamaen Pyrinto	Finland	97, 98
Hoppes	Kimberley	Savonlinna Ajo	Finland	96
Iannoccari	Amy	Hainaut Volley	France	97
Jackson	Sue	VBC Cornix Schelle	Belgium	98
Jackson-Moore	Angelica	Schweriner Sport Club	Germany	97
Jespersen	Tishara	SVS Sokol	Austria	97
Johnson	Angela	AS Rechette	France	92
Johnson	Anina	C.V. Auto Valosa Pinguela	Spain	93
Johnson	Anina	Universidoo de Valladolid	Spain	92
Johnson	Charita	St. Fons	France	95
Johnson	Charlene	Tornado Adilswil	Switzerland	96
Johnson	Janice	Avero O.S.	Netherlands	93, 94
Jones	Shauna	Neuchatel Univ. Club	Switzerland	93
Justice	Tammy	Aukra Volleyball Klubb	Norway	95
Kaylor	Jennifer	Savonlinna Ajo	Finland	96
Kemner	Caren	Uniao Esporte Clube	Brazil	97
Kemner	Caren	Daiei Volleyball	Japan	94, 96
Kemner	Caren	Atletico Sorocaba	Brazil	93, 95
Kemner	Caren	Olympia Teodora SRL	Italy	92
Kingsley-Ibeh	Joy	Bonduelle V.V.C.	Netherlands	97
Kitson	Zahra	V.C. Temse Dames	Belgium	97
Kling	Leanne	A.S. Nuova Pallavolo	Italy	93
Koester	Daune	VB Franches-Montagnes	France	98
Krull	Kim	Xuvenil Teis	Spain	97
Kuebler	Kelly	Minas Volleyball Club	Brazil	95
Kyman	Michelle	Martinus	Netherlands	98
Larkin	Heather	Arke/Pollux	Netherlands	98
Larsen	Karrie	BTV Lucerne	Switzerland	95
Lawanson	Ruth	Racing Club	France	94
Lawanson	Ruth	U.S. Cistellum	Italy	92, 93
Lee	Jaimie	Franches Montagnes	Switzerland	98
Liley	Tammy	Universidade Guarulhos	Brazil	98
Liley	Tammy	Associacao Athletica Ache	Brazil	97
Liley	Tammy	Cemar G.S. Volley 2000	Italy	96
Liley	Tammy	France	France	94
Lowe	Heather	Franches Montagnes	Switzerland	97
Marsh	Mendy	Someron Pallo Ry	Finland	97
Mattson	Kirstin	VC Tirol	Austria	98
McKinley	Leslie	VB Marl	Germany	95, 96
McKenzie	Joy	Martinus	Netherlands	98
Meixsell	Shannan	VB Franches-Montagnes	Switzerland	97
Meshberger	Julie	Turnverien Fischbek	Germany	98
Meshberger	Julie	VC Vechta	Germany	97
Miller	Angela	Volley Vicenza	Italy	94
Mills-Polzin	Alicia	Kemiplas Koper	Slovenia	97
Mills-Polzin	Alicia	A.S. Pallavolo Altamura	Italy	96
Mills-Polzin	Alicia	Panathinaikos	Greece	95
Mitchell	Stacy	Franches Montagnes	Switzerland	96, 97
Mitchell	Stacy	VBC Val-De-Ruz Sport	Switzerland	95
Motil	Marie	SPG W Stenrot Salzburg	Austria	94

Last	First	Club	Country	Years Played
Mullis	Ashley	Bellis Temse	Belgium	98
Murfee	Eileen	Team Stella Calais VB	France	97
Netherby	Dana	Turnershaft Sparkasse Innsbruck	Austria	98
Newberry	Jeanette	V.B.C. Francheville	France	94
Nicholls	Nancy	ASPTT Mulhouse	France	94
Nicole	Adrian	Savonlinna Ajo	Finland	95
Nordby	Julie	Koll VB	Norway	98
Norfleet	Lonise	RTV Basel	Switzerland	94-96
Norfleet	Lonise	Lagrange Club Nantes	France	92, 93
Norris	Bridget	V.C. Tirol Garten Hauer	Austria	97
Obertuck	Kimberly	TG Russelsheim	Germany	93
Oden	Elaina	Fulgor Fidenza	Italy	92, 93
Oden	Kim	Besiktas Sport Club	Turkey	95
Oden	Kim	Leite Moca	Brazil	94
Oden	Kim	Yoahan Intl. Ltd.	Hong Kong	93
Oden	Kim	Amatori Volley BARL	Italy	92
Pacheco	Priscilla	Geneve Elite Volleyball	Switzerland	95
Patchell	Shawn	Calvo Sotelo Grancanaria	Spain	93
Penfield	Janette	AJO VB	Finland	98
Phipps	Keba	Volley Modena S.R.L.	Italy	98
Phipps	Keba	Centro Ester Napoli	Italy	97
Phipps	Keba	Volley Club Bergamo SRL	Italy	95, 96
Phipps	Keba	PVF Matera	Italy	92-94
Pitois	Julie	Los Compadres	Spain	93
Ponis	Debora	Turnverein Fischbek	Germany	96
Porch	Dottie	Orivesi VBC	Finland	98
Randick	Alyson	Martinus	Netherlands	98
Randick	Alyson	Dick de Lange Volco	Netherlands	96, 97
Reed	Mavis	Woman Volley ry.	Finland	96
Regul	Suzie	C.V. Leisa	Spain	98
Regul	Suzie	Besiktos Amnorlik Sports Cl.	Turkey	97
Regul	Suzie	Pallavolo Reggio	Italy	96
Regul	Suzie	Minas Tennis Club	Brazil	95
Reimers	Jennifer	Boa Vista	Portugal	96
Reindl	Maureen	Montreux VB Feminin	Switzerland	98
Rembe	Lori	ASPTT-Mulhouse	France	93
Roberts	Kristine	Garten Hauer Club	Austria	97
Rogers	Rainie	AJO VB	Finland	98
Rohrig	Jennifer	Chantecler Bordeaux	France	94
Romeika	Laura	Entente Sp. Meylan-La Tronche	France	94
Romer	Carrie	Beziers Volleyball Gazelec	France	97
Romero	Christine	VC Kanti Schaffhausen	Switzerland	97
Romero	Christine	VBC Cheseaux	Switzerland	96
Santana	Gracie	ASPTT Mulhouse	France	98
Santana	Gracie	CSC Casal de Pazzi	Italy	97
Santana	Gracie	RTV Basel	Switzerland	97
Schutt	Gracie	V.F. C. Schwerte	Germany	95
Schutt	Gracie	Unione Sportiva Sirio	Italy	94
Schwerm	Brita	A.A. Pallavolo Altamura	Italy	96, 97
Scotlan	Cathey	Geneve Elite Volleyball	Switzerland	92
Scott	Danielle	Esporte Clube Osasco	Brazil	98

Last	First	Club	Country	Years Played
Scott	Danielle	Uniao Esporte Clube	Brazil	97
Scott	Danielle	Gierra Roma Pallavolo	Italy	96
Scott	Shauna	Nimes Perrier Volleyball	France	95
Seitz	Candice	VV Slovensky Hodvab Senica	Slovakia	98
Shoemaker	Dianne	Cemar International SPA	Italy	97
Shoemaker	Dianne	Dauphines Charleroi	Belgium	94
Shoemaker	Dianne	Uni Basel Volleyball	Switzerland	92
Smedsrud	Kristie	VC Kanti Schaffausen	Switzerland	98
Snyder	Jennifer	VC Kanti Schaffausen	Switzerland	98
Stammer	Wendy	USC Munster	Germany	96, 97
Stammer	Wendy	Preca Moda Pallavolo	Italy	92
Stark	Molly	Dauphines Charleroi	Belgium	98
Stark	Molly	VBC Lyon Francheville	France	97
Stark	Molly	C.O. Saint-Fons	France	94-96
Swaby	Monique	U.S. Liberosport	Italy	95
Thater	Stephanie	Arecibo VBC	Puerto Rico	96, 97
Thater	Stephanie	Vakifbank Spor Kulubu	Turkey	95
Tuley	Tricia	VB Franches-Montagnes	Switzerland	98
Van Haverbeke	Brittany	V.C. Temse Dames	Belgium	96
Vanley	Shawna	VC Tirol	Austria	98
Varner	Laura	AS Rochette	France	92
Verhoeven	Amy	Saint Cloud Volleyball	France	96, 97
Verhoeven	Amy	Chantecler Bordeaux	France	93, 94
Wachholder	Rachel	Voley Murcia Univesidad	Spain	98
Wagner	Meika	G.S. Volley 2000 SRL	Italy	98
Wagner	Meika	V.F.C. Schwerte	Germany	96, 97
Wagner	Meika	BTV Lucerne	Switzerland	95
Wallace	Nichol	V.C. Temse Dames	Belgium	97
Weishoff	Paula	Daiei Volleyball	Japan	94, 96
Weishoff	Paula	Club Atletico Sorocaba	Brazil	93
Weishoff	Paula	ASVB Club Modena	Italy	92
Wetzel-Hayward	Laurie	SP Bellinzona	Switzerland	94
Whealy	Jennifer	SV Sinsheim	Germany	97
White	Sarah	Voley Murcia	Spain	98
White	Sarah	Dauphines Charleroi VB	Belgium	97
White-Geminian	Antoinette	A.S. Promosport	Italy	94, 95, 97, 98
White-Geminian	Antoinette	Volley Vicenza	Italy	96
White-Geminian	Antoinette	Roma Pallavolo	Italy	92, 93
Wickman	Michelle	Turnershaft Sparkasse Innsbruck	Austria	98
Wiley	Amber	Beziars Volley	France	98
Williams	Tee	PVF Matera	Italy	96, 97
Williams	Tee	USC Munster	Germany	93
Williams	Tee	Orion Geas Pallavolo	Italy	92
Williams	Kee	Boa Vista	Portugal	95
Willis	Barb	Fulgor Fidenza	Italy	93
Windes	Ann	Kanti Baden	Switzerland	98
Windes	Ann	GBO Volleyball Basel	Switzerland	97
Winn	Randi	ATSC Die Kartner	Austria	97 Woloski-
Muller	Michelle	BTV Luzern	Switzerland	92-95
Youngs	Elaine	Vakifbank Spor Kulubu	Turkey	97
Youngs	Elaine	Geirra Roma Pallavolo	Italy	96

INTERNATIONAL VOLLEYBALL PLAYER LIST

MEN

Last	First	Club	Country	Years Played
Ahmadi	Todd	Austratt Idrettlag	Norway	96
Baer	Jon	Donaukraft Vienna	Austria	95
Ball	Lloy	Toray Arrows	Japan	96-98
Ball	Lloy	Mishima	Japan	96
Barnett	Kevin	VZW Noliko VBC Masseil	Belgium	98
Berglund	David	VC Marl	Germany	96
Burgess	Kevin	VBC due District Veinnois	Austria	96
Braun	Chris	VC Macon	France	93, 95
Braun	Chris	Perpignan Roussillon VB	France	95
Braun	Chris	Jeunes St. Augustin Bordeaux	France	94
Braun	Chris	Volley Club Maconnais	France	92
Brooks	Javonne	Link/AMJVJ	Netherlands	94
Buck	Craig	Matsushita Electric Indus.	Japan	94, 95
Cameron	Duane	Salzburg USV Poris Lodron	Austria	96
Cameron	Duane	Panasonic Panthers	Japan	95
Ceman	Canyon	V.T. Herentals	Belgium	95
Ceponis	Brian	Val-De Ruz	Switzerland	98
Ceponis	Brian	Batsfjord SK Volley	Norway	95
Coenen	Braden	Salzburg USV Paris	Austria	96
Coffman	Neil	VC Hamburg	Germany	93
Collins	Craig	Volley Smash St. Vith	Belgium	97
Contreras	Ivan	Nafels	Switzerland	97, 98
Crosson	Sam	VT Herentals	Belgium	97
Cryst	Geoffrey	SSC Dodesheide-Osnabruck	Germany	97
Cvrtlik	Bob	Forli	Italy	96
Cvrtlik	Bob	HAOK Mladost Zageb	Croatia	93
Diehl	Mike	Al Jazira Sports Club	United A. Em.	98
Diehl	Mike	Paok VBC	Greece	98
Diehl	Mike	ASPC Gioia del Colle	Italy	97
Diehl	Mike	Soke Sport Kulu Bu	Turkey	96
Diehl	Mike	Alcom/Capelle	Netherlands	95
Diehl	Mike	VBC Sursee	Switzerland	95
Diehl	Mike	MTV Nafels Volleyball	Switzerland	94
Duckworth	Mike	Amakim Zvulun	Israel	98
Duke	Tom	Al Arabi VBC	Qatar	98
Duke	Tom	Vrevok Volleyball Klub	Netherlands	97
Duke	Tom	Link/AMVJ	Netherlands	94-96
Eatherton	Phil	Unicaja Almeria	Spain	98
Fallowfield	Sean	TV Schonenwerd	Switzerland	96
Fazio	Chris	Donaukraft Vienna	Austria	98
Fink	Michael	Volleyball Club Sursee	Switzerland	92
Florentine	Stephen	Volleyball Club Sursee	Switzerland	92
Fortune	Scott	LUC	Switzerland	97
Fortune	Scott	AOK Mladost	Croatia	96
Fortune	Scott	Olympiakos	Greece	93, 94
Fuerbringer	Matt	Donaukraft VBC	Austria	98

Last	First	Club	Country	Years Played
Gandara	Jose	C.V. Cisneros	Spain	93
Gaspar	Javiar	Club Vigo Voleibol	Spain	93
Geibel	Craig	A.S. Grenoble Volleyball	France	95
Goss	David	Ginasio Mun. de Paulo Portela	Brazil	93
Greenbaum	Dan	Mladost Volleyball Club	Croatia	97
Greenbaum	Dan	NEC Blue Rockets	Japan	95, 96
Guigliana	Chris	Radson Hees Bilzen	Belgium	98
Guigliano	Chris	Vrevok VBC	Netherlands	97
Guimaraes	Rico	TDK/Brevok	Netherlands	96
Hambly	Kevin	Montpellier Universite Club	France	95
Hammerstrand	James	Post SV Berlin	Germany	97
Harger	Chris	Ktisifon Paianias	Greece	98
Harris	William	Sparvoc Lanaken	Belgium	97
Henkel	Carl	Trudo Zonhoven	Belgium	95
Hieta	Stephen	Kimmo Volley	Finland	94
Hieta	Stephen	Kurikan Ryhti	Finland	93
Hilliard	Brent	Duvel Puurs	Belgium	97
Hilliard	Brent	TDK/Brevok	Netherlands	96
Hilliard	Brent	Zakenvrienden	Belgium	95
Hoff	Tom	Ktisifon Paianias	Greece	98
Hoff	Tom	Al-Hilal VBC	Saudi Arabia	97
Hoffman	Tad	Haasrode VBC	Belgium	98
Hughes	Douglas	Radson Hees-Bilzen	Belgium	98
Hughes	Jason	Haasrode VBC	Belgium	98
Hyden	John	Minas VBC	Brazil	97
Irwin	Scott	Volleyball Club Laisa	Spain	97
Irwin	Scott	Saint-Elienne Lorre VB	France	95
Ivie	Bryan	Olympicus Pro Esporte Club	Brazil	97
Ivie	Bryan	Esporte Clube Uniao Suzano	Brazil	96
Jacobson	Chris	Macabee Tel Aviv	Israel	98
Jenkins	Larry	VC Kloten	Switzerland	93
Jobe	William	Kungalv Volleyball Club	Sweden	95
Johnson	Tim	Volley-Club Maconnais	France	95
Jones	Marc	HalkBank Volleyball Club	Turkey	95
Jones	Marc	VFB Friedrichshafen	Germany	94
Josefoski III	Edward	Estrela Do Oeste Club	Brazil	95
Kelly	Tim	Vrevok VBC	Netherlands	97
Kelly	Tim	V.T.Q. Basecles	Belgium	96
Kelly	Tim	Liga Vallecaucana de Voleibol	Columbia	95
Kelly	Tim	Volley Butschwil	Switzerland	95
Kelly	Tim	Club Cisneros de Voleibol	Spain	94
Kepner	Jason	Vrevok VBC	Netherlands	97
Kerr	Tyson	Bottrop VC 90	Germany	96, 98
Knipe	Alan	Olio Venturi Spoleto	Italy	94
Kyman	Coley	Raision Loimu	Finland	95
Lambert	Mike	Paok VBC	Greece	98
Lambert	Mike	Portora Messaggero Volley	Italy	97
Landry	Dan	Uniao Clube Banessa	Brazil	97
Landry	Dan	Montpellier	France	96
Larkin	Scott	TG Russelsheim	Germany	95

Last	First	Club	Country	Years Played
Loeswick	Steve	Moerser SC	Germany	97
Luhning	Tony	Volley Team Menen	Belgium	96-98
Lyles	Matt	Rentokil/ZVH	Netherlands	96, 97
Lyles	Matt	Alcom/Capelle	Netherlands	95
Lyles	Matt	ASPC Gioia Del Colle	Italy	94
Lynch	Ken	USV Paris Lodron	Austria	95
Mariano	Ryan	Sparkasse SSK Feldkirch	Austria	98
Martorana	Damian	Ecostyle/Sudosa	Netherlands	98
McEntee	Jason	VBC Sursee	Switzerland	95
Metcalf	Scott	V.T. Herentals	Belgium	95
Metzger	Stein	Vrevok VBC	Netherlands	97
Metzger	Stein	Halk Bank	Turkey	96
Michalski	Dave	Meyrin VBC	Switzerland	94
Miller	Scott	TGV-Tramelan	Switzerland	93
Nelson	Lee	Metso-Lentis	Finland	96
Nichol	Adrean		Finland	95
Nygaard	Jeff	OK Akademikar	Croatia	97
Nygaard	Jeff	Panathinaikos Sports Club	Greece	96
Pabarcus	Nick	Batsfjord Sportsklubb	Norway	97
Partie	Doug	Carifano Gimbam	Italy	92
Pelzel	Zachary	Club Volibol Cartagena	Spain	98
Pierce	Robert	MTV Nafels	Switzerland	92-94
Poolman	Devin	Val-de-Ruz	Switzerland	98
Quinn	Leland	Al-Jazira	United A. Em.	98
Quinn	Leland	Lausanne	Switzerland	97
Quinn	Leland	Alcom/Capelle	Netherlands	95
Reed	Harry	Batsfjord SK Volley	Norway	95
Ribarich	Tom	VBC Sargans	Switzerland	94-95
Ribarich	Tom	MTV Nafels	Switzerland	92, 93, 95
Rigg	Doug	MTV Nafels	Switzerland	92, 93
Rigg	Matt	TGV-87 Tramelan	Switzerland	93
Ring	Jason	Club De Amigos-Coca Cola	Argentina	98
Robinson	Kyle	Antwerpen Zorgvliet	Belgium	98
Rodriguez	Elvis	TGV-Tramelan	Switzerland	93
Rogers	Anthony	Vincennes VBC	France	93
Rogers	Dexter	Alhilal Club	Saudi Arabia	96
Romano	Greg	VFb Friedrichschafen	Germany	98
Romano	Greg	Tours Volleyball	France	95
Root	Jon	G.S. Olimpia Pallavolo Antioco	Italy	92
Salmeri	Jason	Hapoel Kiryat Ata	Israel	98
Sameulson	Bob	Suntory Ltd.	Japan	94-96
Samuelson	Bob	NEC	Japan	95
Sealy	Mike	Naliko Masseik	Belgium	98
Sealy	Mike	Vrevok VBC	Netherlands	97
Sealy	Mike	MTV Nafels Volleyball	Switzerland	94-96
Seiffert	Eric	Donaukraft VB	Austria	98
Sinclair	Patrick	Nafta VKP Bratislava	Slovakia	97
Sinclair	Patrick	A.S. Lupe	Italy	95
Smith	Collin	Assoc. Desportivade Machico	Portugal	97
Smith	David	FC Shuttart	Germany	98

Last	First	Club	Country	Years Played
Sneider	Rob	Volley Butschwil	Switzerland	97-98
Sonnichsen	Matthew	MTV Nafels VB	Switzerland	94
Sonnichsen	Matthew	Lausanne University Club	Switzerland	92
Sorensen	Tom	G.S. Flaconara Pallavolo	Italy	96
Stork	Jeff	Olympiakos VBC	Greece	96-97
Stork	Jeff	Volley Gonzaga Milano	Italy	94
Stork	Jeff	Mediolanum Volley	Italy	92, 93
Strickland	Chad	Antwerpen Zorgvliet	Belgium	98
Sullivan	Erik	Ivesur Eade-Malaga	Spain	98
Sullivan	Erik	MTV Nafels Volleyball	Switzerland	95, 96

PARTICIPATION

The following charts show the participation of men and women in the countries of France, Germany, Italy, and Switzerland from 1992-1998. In addition, the participation of all other countries combined is included. Notice the increase in participation outside the four focus countries from 1992-1998.

CHART #1
Participation-Women

CHART #2
Participation-Men

FRANCE

GENERAL INFORMATION

Official Name	Republique Francaise (Republic of France)
Area:	551,000 sq km
Population:	57,287,000
Capital:	Paris
Major Cities:	Lyon, Marseille, Lille, Nantes Bordeaux, Toulouse, Strasbourg
People:	92% French, 3% North African, 2% German, 1% Breton, 2% Other
Languages:	French, minority Breton, Alsatian German, Flemish, Italian, Basque, Catalan
Religion:	90% Roman Catholic, 2% Muslim, 1% Protestant, 1% Jewish, 6% Other
Currency:	French Franc (FF)
Electricity:	220 vac
Government:	Democracy
Prime Minister:	Lionel Jospin
President:	Jacques Chirac

VOLLEYBALL INFORMATION

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Vice-President:	M. Andr Leclercq (Rel. Extrieures)
General Secretary:	M. Serge Setze (Sec. Gen)
Treasurer:	M. Patrick Kurtz and M. Messina (S. Gen. Adm)
Press Responsible:	Mme. Laurence Plasse
Beach VB Responsible:	M. Jean-Ren Lopez
Coach Responsible:	M. Andr Glaive
Referees Responsible:	M. Eric Collas

GENERAL ETIQUETTE

- ◆ In France, a light quick handshake is common. You shake hands frequently in France, particularly in situations on your arrival and departure every day. To offer a strong, pumping handshake would be considered uncultured. When you enter a room, be sure to greet each person present. A woman in France will offer her hand first.
- ◆ Be sure to carry a supply of business cards as they are exchanged frequently.
- ◆ Some common gestures to be refrained from in public in France include: chewing gum, yawning, scratching, or having loud conversations. Also, do not rest your feet on a chair or table.
- ◆ Two vulgar gestures in France would be to snap the fingers of both hands, or slap an open palm over a closed fist.
- ◆ When in a restaurant, you should signal a waiter by tipping your head slightly backward and saying Monsieur ("Sir").
- ◆ When in Paris, you would signal a taxi by snapping your fingers.
- ◆ When dining, do not eat sandwiches with your fingers. Instead, use a knife and fork.
- ◆ Fruit is peeled with a knife and eaten with a fork.
- ◆ The following gestures are unique to France:

GESTURE

- Form a circle with thumb and forefinger
(place it over nose)
- Form a circle with thumb and forefinger
(the OK sign)
- Playing an imaginary flute.
- When driving, raise your hand in the
air, fingers up, and rotate hand back & forth

SIGNIFICANCE

A person is drunk.

The number zero or the concept of something
being "worthless"

Someone is talking too much and is annoying
You are unhappy with the other
person's driving

VOLLEYBALL CLUB TEAMS-FRANCE

WOMEN FRANCE I A

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horschwiller le bas 68790
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9 Avenue du chat eau
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Francheville 69340
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Centre leclerc-4.6.8
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DE CLAMART**
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Clamart 92141
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RIOMOIS**
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Fax: (33)(80) 565554

**ENTENTE ST-CHAMOND
VOLLEY**
19 Bd de la Grande Terre
St-Chamond 42400
Contact: Ms. Valerie Francon
Tel.: (33)(77) 296632
Fax: (33)(77) 221009

F.C.L. VOLLEY-BALL
42 Avenue de Strasbourg
Chatelaillon 17340
Contact: Gerard Derouault
Tel.: (33)(46) 56-1430
Fax: (33)(46) 562479

SP. CHANTECLER BORDEAUX
Impasse Ste-Elisabeth
Bordeaux 33000
Contact: Andre Elie
Tel.: (33)(57) 870257
Fax: (33)(57) 870203

LYON VB PATRIOTE
10 R10 rue Pelletier
Lyon 69004
Contact: Muriel Baillieu
Tel.: (33)(78) 294861

SAINT-CLOUD VOLLEYBALL
96 Rue De Buzenval
St-Cloud 92210
Contact: Pierre Brifaud
Tel.: (33)(46) 024424

**VOLLEY-BALL CLUB
WATTIGNIES**
8 rue Eugene Jacque
Wattignies 59139
Contact: Roger Thibault

**ST-ANDRE LEZ LILLE
METROPOLE**
7 rue du Mont Kemmel
Saint-Andre 59350
Contact: Andre Bouch
Tel.-Bus: (33)(20) 33-6700
Tel.-Hm: (33)(20) 63-2571
Fax: (33)(20) 931003

**UNION SPORITVE SERVICES
VOLLEY-BALL**
30 Rue Louis Bleriot
Albi 81000
Contact: Guy La Lanne
Tel.: (33)(63) 47-1153
Fax: (33)(63) 389880

VB ATHLETIC CLUB ST-JEAN
20 Route d' Agnac
Fabregues 34690
Contact: Pascal Clave
Tel.-Bus.: (33)(67) 345624
Tel.-Hm.: (33)(67) 851674

US TALENCE
2 Allee du Professeur Fleming
Pessac 33600
Contact: Patrick Moreau
Tel.-Bus.: (33)(56) 999019
Tel.-Hm.: (33)(56) 362136

VINCENNES VOLLEY CLUB
52 rue de la Bienfaisance
Vincennes 94200
Contact: Serge Vachellerie
Fax: (33)(43) 287528

ASSOC SPORTIVE ILLACAISE
14 Rue de la peloue
St Jean D'Illac 33127
Contact: Jacques Malateste
Tel.: (33)(56) 216166
Fax: (33)(56) 218849

ELAN CHEVILLY LARUE
43 Rue Massias
Vitry Sur Seine 94400
Contact: Andre Lamotte
Tel.: (33)(46) 810103
Fax: (33)(90) 324244

HYERES VOLLEY-BALL
Le Geoffroy St-Hilaire D rue G Roux
Hyerres 83400
Contact: Henri Niviere
Tel.: (33)(94) 386501
Fax: (33)(94) 386501

UNION SPORTIVE DE CAGNES
28 Bis Shemin de L'Hubac
Cagnes 06800
Contact: Claude Verron
Tel.: (33)(93) 206807
Fax: (33)(92) 124804

US PONTET VOLEY-BALL
BP 27
Le Pontet 84131
Contact: Michel Millereux
Tel.: (33)(90) 313030

VOLLEY-BALL ROMANAI
40 BD Gignier
Ramans 26100
Contact: Jeanine De Gregorio
Tel.: (33)(75) 704615

VBC BEZIERS VALRAS
33 Les Chamieres
Valras Plage 34350
Contact: Gabrielle Baumes
Tel.: (33)(67) 373057

MEN**FRANCE I A**

ARAGO DE SETE
114 Patios Du Barrou
Contact: Paul Herpe
Tel.: (33)(16) 67513773
Fax: (33)(16) 67430885
Fax: (33)(16) 67792108

ASSOC SP. DE CANNES
23 Ave Beausejour
Cannes 06400
Contact: Andre Henry
Tel.: (33)(16) 93994554
Fax: (33)(16) 93384479

ASSOC SP. DE GRENOBLE
53 Chenin De Labis Cidex 31
Saint Ismier 38330
Contact: Patrick Guiland
Tel.: (33)(16) 76976223
Fax: (33)(16) 76477516

LES JEUNESDE ST. AUGUSTIN
9/11 Allee Des Peupliers
Bordau 33000
Contact: Bernard Dupouy
Tel.: (33)(16) 56984505
Fax: (33)(16) 56932054

FRANCE II A

AILES SP. BOUGENAIIS REZE
157 rue du Genetais
Reze 44400
Contact: Jean-Michel Queyroy
Tel.-Bus.: (33)(51) 702956
Tel.-Hm.: (33)(51) 702049

GOELO VB
Rue de la Renommee
Etables S/Mer 22680
Contact: Frederick Francillette
Tel.-Bus.: (33)(96) 483800
Tel.-Hm.: (33)(96) 733835

HARNES VB COMPLEXE SP.
Ave des Saules
Harnes 62440
Contact: Marc Marechal
Tel.: (33)(21) 205147
Fax: (33)(21) 498971
Tel.-Hm.: (33)(83) 571022

MONTPELLIER UNIVERSITY CLUB
2 rue Beausejour
Montpellier 34000
Contact: Jean-Francois Tarbouriech
Tel.: (33)(16) 67799611
Tel.Hm.: (33)(16) 99519444

PARIS ST GERMAIN VOLLEY
30 Avedu Park des Princes
Paris 75016
Contact: Andre Guilloux
Tel.: (33)(40) 711087
Fax: (33)(40) 719397

PARIS UNIVERSITY CLUB
5 Ave Pierre de Coubertin
Paris 75013
Contact: Pierre Maze
Tel.-Bus.: (33)(44) 166262
Tel.-Hm.: (33)(45) 453004

ST LOUIS NEUWEG VB
6 rue de la Hardt
St Louis 68300
Contact: Albert Cioulachtjian
Tel.-Bus.: (33)(19) 41612816281
Tel.-Hm.: (33)(89) 676291

ST-NAZAIRE VB
12 Allee de la Nature
St-Nazaire 44600
Contact: Serge Moreau
Tel.: (33)(40) 241230
Fax: (33)(40) 531636

UNION SP. DE VANDOEUVRE
Parc Des Sports
Rue de Gemploux
Vandoeuvre Les Nancy
Contact: Sylvie Vaur
Tel.-Bus.: (33)(83) 513143

RENNES CLUB
13 Rue Zacharie Roussin
Rennes 35000-
Contact: Jean Yves Le Roux
Tel.-Bus.: (33)(16) 993689

SAEMS STADE VB
Complex de la Ganterie
Poitiers 86000
Contact: Jacques Savatier
Tel.: (33)(16) 49450200
Fax: (33)(16) 49568761

ST. MICHEL TOUR SP.
75 rue de Guisnes
Tourcoing 59200
Contact: Pierre DuMortier
Tel.: (33)(16) 20251164
Fax: (33)(16) 20268438

UN.SP. MULHOUSIENNE
9 rue Stoeber
Mulhouse 68100
Contact: Jean-Marc Henni
Tel.: (33)(89) 641816
Fax: (33)(89) 543745

VBC HEROUVILLE
19 rue Marechal
St-Aubin Sur Mer 14750
Contact: Alain Tranquart
Tel.: (33)(31) 947337
Fax: (33)(31) 934080

VBC MICHELET HALLUIN
rue Martha Nollet
Halluin 59250
Contact: Gerard Decruynaere
Tel.: (33)(20) 238972
Fax: (33)(20) 238149

MAIZIERES ATHLETIC CLUB
 Rue Henri de Bonnegarde
 Maizieres Lez Metz 57213
 Contact: Charles Moioli
 Tel.: (33)(87) 802237
 Fax: (33)(87)517418

FRANCE II B

**ASSOC SP. DU QUARTER
 DE LANOISE BES**
 14 rue d'Artois
 Besancon 25000
 Contact: MarieDroujininsky
 Tel.-Bus.: (33)(81) 656500
 Tel.-Hm.: (33)(81)512166

CASTRES VOLLEY-BALL CLUB
 39 rue Bossuet
 Castres 81100
 Contact: Jacqueline Navarro
 Tel.: (33)(63) 598839

S.A. THIERS VB LA FEUILLE
 Thiers 63300
 Contact: Yves Robert
 Tel.-Bus.: (33)(70) 989475
 Tel.-Hm.: (33)(73) 806569

**ATHLETIC C. DE BOULOGNE
 BILLANCOURT**
 98 Ave Jean Jaures
 Clamart 92140
 Contact: Francois Focard
 Tel.: (33)(46) 427823

CENTRE NATIONAL DE VB
 2 ave Charles Flahaut
 Montpellier 34000
 Contact: Jacques Shaw
 Tel.: (33)(67) 522577
 Fax: (33)(67) 523751

ST-ETIENNE LOIRE VB
 26 rue Burdeau
 St-Etienne 42000
 Contact: Philippe Rouby
 Tel.: (33)(77) 255551
 Fax: (33)(77) 258791

CASO NANTERRE
 6 villa des Saules
 Beynes 78650
 Contact: Pierre Pouyet
 Tel.Bus.: (33)(34) 921484
 Tel.-Hm.: (33)(34) 893766

PLESSIS ROBINSON VB
 187 Ave de la Division Leclerc
 Chatenay-Malabry 92290
 Contact: Denise Mottuel
 Tel.: (33)(46) 611047

ST.TROPEZ
 Route du Capon
 St Tropez 83990
 Contact: Roger Gomez
 Tel.: (33)(94) 972374

VOLLEY-BLUB MACONNAIS
 12 Bis rue Bigonnet
 Macon 71000
 Contact: Michele Lathuillere
 Tel.: (33)(85)384256

INTERNATIONAL VOLLEYBALL PLAYER LIST-FRANCE

WOMEN

Last	Name	Club	Country	Years Played
Baldwin	Wendy	Asptt Toulon Volleyball	France	92
Bragado	Danalee	Racing Club de Villebon 91	France	98
Busch	Nichole	Vesinet-St. Germain	France	93
Cecil	Morgan	Nimes Perrier	France	93, 94
Duke (Cooper)	Amy	V.B.C. Francheville	France	94
Duke (Cooper)	Amy	Racing Club de Cannes	France	92, 93
Eggers	Mary	VBC Francheville	France	92
Everett	Christine	Dijon Talant Volleyball	France	94
Glick	Heather	Lille Universite Club	France	98
Glick	Heather	VBC Wattignies	France	97
Glick	Heather	Venelles Volleyball	France	96
Greiner	Karen	US Talence	France	94
Greiner	Karen	Istres Sports	France	93
Hafner	Heather	Niort VBC	France	92
Hambly	Marianne	ASPTT Mulhouse	France	95
Hansen	Michelle	Franches Montagnes	France	94
Harbour	Susan	ASPTT Mulhouse	France	92-96
Hepburn	Heather	A.S. Rochettoise Volleyball	France	98
Hepburn	Heather	Nimes Perrier Volleyball	France	96
Hert	Elizabeth	St. Fons	France	92
Iannoccari	Amy	Hainaut Volley	France	97
Johnson	Angela	AS Rochette	France	92
Johnson	Charita	St. Fons	France	95
Koester	Daune	Franches Montagnes	France	98
Lawanson	Ruth	Racing Club	France	94
Murfee	Eileen	Team Stella Calais Volleyball	France	97
Newberry	Jeanette	V.B.C. Francheville	France	94
Nicholls	Nancy	ASPTT Mulhouse	France	94
Norfleet	Lonise	Lagrange Club Nantes	France	92-93
Rembe	Lori	ASPTT Mulhouse	France	93
Rohrig	Jennifer	Chantecler Bordeaux	France	94
Romeika	Laura	Entente Sp. Meylan-La Tronche	France	94
Romer	Carrie	Beziere Volleyball Gazelec	France	97
Santana	Gracie	ASPTT Mulhouse	France	98
Scott	Shauna	Nimes Perrier Volleyball	France	95
Stark	Molly	VBC Francheville	France	97
Stark	Molly	St. Fons	France	94-96
Varner	Laura	AS Rochette	France	92
Verhoeven	Amy	Saint Cloud Volleyball	France	96, 97
Verhoeven	Amy	Chantecler Bordeaux	France	93, 94
Willey	Amber	Beziere Volley	France	98

MEN

Last	First	Club	Country	Years Played
Braun	Chris	V.C. Macon	France	93, 95
Braun	Chris	Perpignan Roussillon VB	France	95
Braun	Chris	Jeunes St. Augustin Bordeaux	France	94
Braun	Chris	Volley Club Maconnais	France	92
Geibel	Craig	A.S. Grenoble Volleyball	France	95
Irwin	Scott	Saint-Elieenne Lorre VB	France	95
Landry	Dan	Montpellier Universite Club	France	96
Rogers	Anthony	Vincennes Volley Club	France	93
Romano	Greg	Tours Volleyball	France	95
Vernovage	Greg	Montepellier University Club VB	France	95
Johnson	Tim	Volley Club Maconnais	France	95

GERMANY

GENERAL INFORMATION

Official Name: Federal Republic of Germany
Area: 356,910 sq. km.
Population: 80,387,000
Capital: Berlin
Major Cities: Berlin, Frankfurt, Munich
People: 93.4% German,
 1.5% Turkish, 0.8% Yugoslav, 0.6% Italian,
 3.7% Other
Languages: German
Religion: 37.6% Catholic,
 37.1% Protestant
Currency: Mark
Electricity: 220 vac
Government: Federal Republic
Chancellor: Dr. Helmut Kohl
President: Roman Herzog

VOLLEYBALL INFORMATION

Address: German Volleyball
Federation Otto-Fleck-Schneise 12
 60528 Frankfurt
 Germany
Phone: + 49 (69) 695 0010
Fax: + 49 (69) 6950 0124
Telex: 413 461 dvvd

President: Mrs. Steffie Schnoor
Vice-President: Mr. Herbert Brentrup
General Secretary: Mr. Lutz Endlich
Treasurer: Mr. Karl Schollhorn
Press Responsible: Mr. Dirk Berscheidt
Beach VB Responsible: Mr. Harald Schafer
Coach Responsible: Mr. Siegfried Kohler/
 Mr. Olaf Kortmann
Referees Responsible: Prof. Dr. Fred Kroger

GENERAL ETIQUETTE

- ◆ It is impolite to shake someone's hand with your other hand in your pocket. Children are often scolded for putting their hands in their pockets because this is seen as a sign of disrespect.
- ◆ Never open a closed door without first knocking.
- ◆ If you are in a group situation, and wish to express your thanks, clasp your hands together and raise them high above your head.
- ◆ If you are dining in a busy restaurant and there are empty seats at your table, and no other tables available, then the host may seat other people at your table. This is a common practice in Germany, and you do not have an obligation to speak with the other people at your table, unless you feel inclined.
- ◆ If you are talking with someone, do not chew gum. This is considered very rude. To do so would remind a German person of "a cow chewing on a cud".
- ◆ When a man and woman walk together, the man walks on the left side of the woman. (This is due to the fact that Germans consider this a romantic gesture because one's heart is on the left side of the body). However, the man will walk on the side closest to traffic when the couple are on a busy street.
- ◆ To wave good-bye, raise your hand upward, with your palm out and wave your fingers up and down. Don't waggle your hand back and forth, because this would symbolize the idea of "NO".
- ◆ To signal the number "ONE", hold your thumb upright.
- ◆ In various parts of Germany, if you arrive at a dinner table and you are unable to shake everyone's hand due to the arrangement of the seating, the German guest will rap his knuckles lightly on the table to signal his greeting to everyone. This same gesture also applies to when the person leaves the table. Also, university students utilize this gesture in order to greet their professors in a class room.

VOLLEYBALL CLUB TEAMS-GERMANY

WOMEN

German Bundesliga Frauen (First League)

CJD Berlin
Weissenseer Weg 51-53
13053 Berlin
Manager: Siegbert Brutschin
Tel: 030-97972072
Fax: 030-97973071

TSG Tubingen
Im Buckenloh 8
72070 Tubingen
Manager: Siegfried Ulmer
Tel: 07071-73216
Tel. & Fax: 07071-760229

USC Munster
Kesslerweg 10
48155 Munster
Manager: Jurgen Schulz
Tel.: 0251-6181300
Fax: 0251-6181307

DJK Karbach
Am Tannenbergr 10c
97842 Karbach
Manager: Bernhard Marz
Tel.: 0931-5465
Fax: 0931-409079

TSV Bayer 04 Leverkusen
Tannenbergrstrasse 57
51373 Leverkusen
Manager: Jurgen Rothe
Tel.: 0214-8680060
Fax: 0214-8680069

VC Schwerte
Postvach 1804
58239 Schwerte
Manager: Hort Brune
Tel.: 02304-21500
Fax: 02304-16545

Schweriner SC
Wittenburgerstrasse 116
19059 Schwerin
Manager: Gerd Gorcke
Tel. & Fax: 0385-71520
Fax: 089-3171790

Volleyballfreunde Bayern Lohhof
Hauptstrasse 18
85716 Unterschleissheim
Manager: Peter Gotz
Tel.: 089-3171719
Fax: 04441-84686

VC Vechta
Oyther Strasse 82
49377 Vechta
Manager: Gerhard Wieczorek
Tel.: 04441-7001

Sportvg Feuerbach
Am Sportpark 1
70469 Stuttgart
Manager: Uli Vetter
Tel.: 0711-8577543
Fax: 07933-7935

TV Creglingen
Kieselallee 15
97993 Creglingen
Tel: 07933-391

German 2. Bundesliga Frauen (Second League)

Braugold Erfurt
Turn-und Spielgemeinschaft Braugold
Michael Driesen
Schlehdornweg 36
99097 Erfurt
Tel.: 0361-6644531
Fax: 0361-6644804

SCU Emlichheim
Heirich Streng
Egerlander Weg
49824 Emlichheim
Tel.: 05943-1409
Fax: 05943-80970

TG Russelsheim
Klaus Mayer
Bonner Strasse 21
65428 Russelsheim
Tel.: 06142-8560
Fax: 06142-85616

Ettlinger SV
Hans-Sachs-strasse 12a
76275 Ettlingen
Manager: Thomas Dietz
Tel.: 07243-78641
Fax: 07243-101430

SG Rupenhorn
Im Rehgrund 37
13503 Berlin
Manager: Klaus Helmke
Tel.: 030-3495656

TSV Schmiden
Gerhard Moosmann
Hornbergweg 16
790736 Fellbach
Tel.: 0711-5181677

Post Telekom Berlin
Komerstrasse 7-10
10785 Berlin
Manager: Uwe Krause
Tel.: 030-2651191

SV Sinsheim
Blaue Turmgasse 3
74889 Sinsheim
Manager: Heinz Stegmaier
Tel.: 06221-991811
Fax: 07261-13871

TvdB Bremen
Holzdamm 25
28876 Oythen
Manager: Eberhard Beckendorf
Tel.: 04207-3205
Fax: 0421-3613910

**German 2. Bundesliga Frauen
(Second League)**

TV Diongolfing
Toni Kiebler
Dr. Herbert-Quandt-Strasse 23
84130 Dingolfing
Tel.: 08731—767505
Fax: 08731-762382

TV Koblenz-Metternich
Winfried Schmitz
Keltenstrasse 39
56072 Koblenz
Tel.: 0261-4902431
Fax: 0261-280252

VC Weisbaden
Weisweg 85
65343 Eltville
Manager: Jurgen Baier
Tel.: 06123-3123
Fax: 0611-300616

VC Hamburg
TV Fischbek
Moosberg 7a
21033 Hamburg
Manager: Maichael Wiechers
Tel.: 040-75100758
Fax: 040-7385414

VGA Istertal-Harksheide VGAH
Gunther Ploss
Schierenberg 62
22145 Hamburg
Tel.: 040-6783035
Fax: 040-6783135

Fritz-Reuter-Strasse 9a
22177 Hamburg
Manager: Gunter Seipp
Tel.: 040-2501005
Fax: 040-2505066

TV Horde
Galmelweg 7
44269 Dortmund
Manger: Klaus Wilke
Tel.: 0231-843391
Fax: 0231-843594

VC Olympia Berlin
Anna-Seghers-Strasse 145
12489 Berlin
Manager: Gotz Moser
Tel.: 030-97812078
Fax: 030-97812077

**German 3. Bundesliga Frauen
(Third League)**

ASV Dachau
Grobenriedertrasse 21
85221 Dachau
Manager: Severin Martin
Tel.: 08131-55881530
Fax: 0341-293736

SC Leipzig
Leplaystrasse 11
04103 Leipzig
Manager: Manfred Erben
Tel.: 0341-7461
Fax: 0531-124043

USC Braunschweig
Andreas Gustke
Hamburger Strasse 32
38518 Gifthord
Tel.: 0531-2122316

SC Langenhorn
Langenhorn Chaussee 118a
22415 Hamburg
Manager: Detlef Schwartz
Tel.: 040-6069893
Fax: 0406025539

TV Fechingen
Frumbachtalweg 145
66121 Saarbrücken
Manager: Ralf Kramny
Tel. & Fax: 0681-897626
Fax: 02365-45336

VC Marl
Ricarda-Huch-Strasse 57
45772 Marl
Manager: Franz Ovelhey
Tel.: 02365-45397

VOLLEYBALL CLUB TEAMS-GERMANY

MEN

German Bundesliga Manner (First League)

GSV Osnabruck
Rembrandtstrasse 27
49191 Belm
Manager: Reinhard Hatke
Tel.: 05406-1545
Fax: 05406-4056

SC Leipzig
Leplaystrasse 11
04103 Leipzig
Contact: Volkmar Hirsch
Tel.: 0341-7461
Fax: 0341-293736

TV Duren
Otto-Brenner-Strasse 19
52353 Duren
Manager: Heinz Huber
Tel.: 02421-840946
Fax: 02421-887232

1. SC Norderstedt
Scharpenmoor 55
22848 Norderstedt
Manager: Hans-Werner Ketelsen
Tel. & Fax: 04195-461
Fax: 0202-368839

SV Bayer Wupertal
Am Engeinberg 4
42107 Wupertal
Manager: Helmut Glimpf
Tel.: 0202-368287
Tel. & Fax: 030-4813210

VFB Friedrichshafen
Enzianweg 4
88046 Friedrichshafen
Manager: Wunibald Wosle
Tel. & Fax: 07545-86545

Moerser Sportclub 1985 e.V.
Mittelstrasse 11
47475 Kamp-Lintfort
Manager: Heinz Reintges
Tel. & Fax: 02842-4037

German 2. (2nd League)

ASV Dachau
Grobenriederstrasse 21
85221 Dachau
Manager: Stelian Moculescu
Tel.: 08131-55881530
Fax: 03631-532584

SC Charlottenburg e.V.
Anlage Blankenburg 1/41
13129 Berlin
Manager: Gunter Trotz
Tel. & Fax: 030-4813210

SSV Nordhausen
Eichendorfstrasse 2
99734 Nordhausen
Contact: Karl-Heinz Steglich
Tel.: 03631-532409

Eimsbutteler TV
Bundestrass 96
20144 Hamburg
Contact: Sohnke Hinz
Tel.: 040-4914041
Fax: 040-4903805

SC Fortuna Bonn
Karthäuser Strasse 23
53129 Bonn
Manager: Jorg Oltmanns
Tel.: 022682439
Fax: 02652-52336

SV Eintracht Mendig
Seeblickstrasse 33
56745 Bell
Contact: Sascha Monschauer
Tel.: 02652-51845

FTM Schwabing
Schutzenstrasse 5
80335 Munchen
Contact: Andrea Baur
Tel.: 089-554324
Fax: 089-557227

Schweriner SC e.V.
Wittenburgerstrasse 116
19059 Schwerin
Manager: Gerd Gorcke
Tel. & Fax: 0385-71520
Fax: 0711-589057

SV Fellbach
Ralf Hahn
Lange Furche 30
70736 Fellbach
Tel.: 0711-571446

Post Telekom Berlin
Kornerstrasse 7-10
10785 Berlin
Manager: Uwe Krause
Tel.: 030-2651191
Fax: 089-31873399

SG Rupenhorn
Im Rehgrunhd 37
13503 Berlin
Contact: Heinz Kuring
Tel. & Fax: 030-4311742

SV Lohhof
Robert-Bosch-Strasse 14
85716 Unterschleissheim
Contact: Klaus Henry
Tel.: 089-31872479

**German 2.
(2nd League)**

Klaus Mayer
Bonner Strasse 21
65428 Russelsheim
Tel.: 06142-8560
Fax: 06142-85616

USC Munster
Kesslerweg 10
48155 Mjnster
Manager: Jurgen Schultz
Tel.: 0251-6181300
Fax: 0251-6181307

VC Hamburg
Gunther Ploss
Schierenberg 62
22145 Hamburg
Tel.: 040-6783035
Fax: 040-6783135

TV Eiche Horn Bremen
Berckstrasse 87
28359 Bremen
Manager: Peter Kuchenbuch
Tel.: 0421-233777
Fax: 0421-239959

VBC Paderborn
Karl-Schurz-Strasse 17
33100 Paderborn
Manager: Peter Becker
Tel. & Fax: 05254-60929

VC Olympia Berlin
Gotz Moser
Anna-Seghers-Strasse 145
12489 Berlin

USC Giessen
Gernot Buseck
Eichenweg 2b
35452 Heuchelheim
Fax: 0641-3062299

VGF Marktredwitz
Jean-Paul-Strasse 5
95615 Marktredwitz
Manager: Falko Hilpert
Tel.: 90231-85-44, -45, -46
Fax: 90231-8549

**German 3.
(3rd League)**

MTV Mariendorf
Perelsplatz 13
1259 Berlin
Tel. & Fax: 030-8593317

SV Schwaig e.V.
Mittelbugweg 11
90571 Schwaig
Manager: Wolfgang Selle
Tel.: 09187-41175
Fax: 09187-41883

TV Vohenstrauss
An der Lerau 9
92648 Vohenstauss
Manager: Klaus Nigg
Tel.: 09651-2888

SSG Etzbach
Bergstrasse 7
51702 Bergneustadt
Manager: Eckhard Schabitz
Tel: 0221-4669
Fax: 0221-9012640

TSV Bayer Leverkusen
Tannenbergrasse 57
51373 Leverkusen
Manager: Andreas Hellmich
Tel.: 02238-51420
Fax: 0214-8680069

VfK Sudwest Berlin
Suttnerstrasse 12
12105 Berlin
Manager: Ursula Monkowius
Tel.: 030-7538808

SV Odin Hannover
an der Graft 1
30167 Hannover
Manager: Walter Hoch
Tel.: 0511-527411
Fax: 0511-521490

TuS Kriftel
Alt-Lorsbach 13
65719 Hofheim
Manager: Herbert Wasner
Tel. & Fax: 06192-27817

INTERNATIONAL VOLLEYBALL PLAYER LIST-GERMANY

WOMEN

Last	Name	Club	Country	Years Played
Beckenhauer	Melinda	Schweriner Sport Club	Germany	94
Cordy	Erika	TV Creglingen	Germany	92
Crawford	Kim	TVDB Bremen	Germany	96
Duke (Cooper)	Amy	Turn-und Sport. Tübingen	Germany	95
Eidenberg	Linde	SV Sinsheim	Germany	95
Gathright	Lisa	Turn-und Sport. Tübingen	Germany	94
Goods	Cecilia	CJD-Berlin	Germany	98
Hintze	Staci	VBC Wiesbaden	Germany	97
Jackson-Moore	Angelica	Schweriner Sport Club	Germany	97
McKinley	Leslie	VB Marl	Germany	95, 96
Meshberger	Julie	Turnverien Fischbek	Germany	98
Meshberger	Julie	VC Vechta	Germany	97
Obertuck	Kim	TG Russelsheim	Germany	93
Ponis	Deborah	Turnverien Fischbek	Germany	96
Schutt	Gracie	V.F.C. Schwerte	Germany	95
Stammer	Wendy	USC Münster	Germany	96, 97
Wagner	Meika	V.F.C. Schwerte	Germany	96, 97
Whealy	Jennifer	SV Sinsheim	Germany	97
Williams	Tee	USC Münster	Germany	93

MEN

Last	First	Club	Country	Years Played
Berglund	David	VC Marl	Germany	96
Coffman	Neil	VC Hamburg	Germany	93
Cryst	Geoffrey	SSC Dodesheide-Osnabrück	Germany	97
Hammerstrand	James	Post SV Berlin	Germany	97
Jones	Marc	VFB Friedrichshafen	Germany	94
Kerr	Tyson	Bottrop VC 90	Germany	96, 98
Larkin	Scott	TG Russelsheim	Germany	95
Loeswick	Steve	Moerser SC	Germany	97
Romano	Greg	VFB Friedrichshafen	Germany	98
Smith	David	FC Shuttart	Germany	98
Winslow	Brett	VC Medig	Germany	96
Wensch	Mardell	SV Sinsheim	Germany	96

ITALY

GENERAL INFORMATION

Official Name: Italian Republic
Area: 301,250 sq km
Population: 57.8 million
Capital: Rome (population 4 million)
Major Cities: Rome, Florence, Milan, Venice
People: Italian
Languages: Standard Italian and numerous dialects
Religion: 85% Roman Catholic, 5 % Jewish and Protestant
Currency: Lira
Electricity: 220 vac
Government: Democracy
Prime Minister: Romano Prodi

VOLLEYBALL INFORMATION

Address: Federazione Italiana Pallavolo
 Viale Tiziano 74
 00196 Roma
 Italy
Phones: +39 (6) 323 38 13 F. Sassi
Fax: +39 (6) 323 37 96 F. Sassi
Telex: 043/616 170 Volley I
E-Mail: fipav.uffst@ial.it
Internet: <http://www.federvolley.it/>

President: Mr. Carlo Magri
Vice President: Mr. Domenico D'Alessio
General Secretary: Mr. Gianfranco Briani

GENERAL ETIQUETTE

- ◆ Italians are very demonstrative. When greeting each other, you may kiss each other's cheeks, embrace warmly and offer a long handshake.
- ◆ When visiting a church in Italy, women should cover their heads. Also, you should not wear shorts or sleeveless blouses when touring a church.
- ◆ When dining, the man should pour the wine, as it is considered unfeminine for a woman to pour wine. Also, do not drink too much wine during a meal because wine is seen almost as a food, thus, over consumption is considered rude.
- ◆ To signal that you do not know or care about something in particular, simply shrug your shoulders.
- ◆ It is customary to tip room maids, porter, and parking attendants, and to leave a small tip for waiters, even if the bill includes service charges.
- ◆ All university graduates have a title, and they usually expect you to use it.
- ◆ Punctuality is not an Italian virtue-at least not for social events. Make business appointments well in advance.
- ◆ Lunch is the biggest meal of the day and on special occasions may last two or three hours.
- ◆ To refuse a very insistent invitation to lunch or dinner is considered ungracious. If the occasion takes place at home, you should take wine, flowers, or chocolates. Avoid taking chrysanthemums, which are only used for funerals. Take an odd number of flowers or a dozen.
- ◆ The exchange of business gifts is quite common in Italy.
- ◆ Common topics for discussion include soccer, family affairs, business, and local news. Topics to avoid in conversation: American football and politics.

VOLLEYBALL CLUB TEAMS-ITALY

WOMEN

Italian Federation-Serie A 1 (First League)

BIG POWER RAVENNA
Olimpia Teodora S.r.l.
Viale Europa, 1 - 48100 Ravenna
Tel.: 0544/423262 - 451568 -
Telefax 0544/590426 - 453082
Home Page:
www.sira.it/olimpia/teodora.htm
President: Roberto Manzari
Tel.: 0335/5423572

COSME CEIS VICENZA
Volley Vicenza S.r.l.
c/o Pala Figurella - Via Goldoni,
32 - 36100 Vicenza
Tel.: 0444/924726
Telefax 0444/921343
Home Page: www.volleyvicenza.it
E-mail: volley@volleyvicenza.it
President: Diego Fontana
Tel.: 0348/2305520

CERMAGICA REGGIO EMILIA
Pallavolo Reggio Emilia S.r.l.
Via Lazzaretti,
9 - 42100 Reggio Emilia
Tel.: 0522/922060-70
Telefax: 0522/517802
Home Page: www.magicavolley.it
E-mail: magicavolley@sinet.it
President: Silvano Ferraroni
Tel.: 0335/6478118

DESPAR PERUGIA
Pallavolo Sirio S.p.A.
Via della Pescara, 32 - Perugia
sede operativa: c/o Palaevangelisti -
Pian di Massiano - Perugia
Tel.: 075/5001533
Telefax: 075/5001533
President: Carlo Iacone
Tel.: 075/505231

FOPPAPEDRETTI BERGAMO
Volley Club Bergamo S.r.l.
Via Albricci, 11/A - 24100 Bergamo
Tel.: 035/244054
Telefax: 035/244213
Home Page: www.bgonline.it/foppapedretti
E-mail: foppapedretti@spm.it
President: Mauro Ferraris
Tel.: 035/244054

CAVAGRANDE ROMA
Gierre Roma Pallavolo S.p.A.
Via Guido Banti, 34 - 00191 Roma
Tel.: 06/3332251
Telefax: 06/3332706
President: Giorgio Russo
Tel.: 06/3332251

INN VOLLEY NAPOLI
Centro Ester Pallavolo Napoli S.r.l.
Via G. Vela, 91 - 80147 Napoli
Tel.: 081/5653224
Telefax: 081/5653225
Home Page:
<http://volleynapoli.cjb.net>
President: Salvatore Improta
Tel.: 081/5653111

LATTE LUCANO MATERA
P.V.F. Matera Club S.r.l.
Via Marconi, 13 - 75100 Matera
Tel.: 0835/388600
Telefax: 0835/384814
Home Page:
www.netsystem.it/pvfmatera
E-mail:
parmalatvolley@netsystem.it
President: Roberta Tommaselli
Tel.: 0336/858798

MARST' PALERMO
Liberosport Palermo S.r.l.
Via Partanna Mondello,
39/L - 90151 Palermo
Tel.: 091/534423
Telefax: 091/533368
President: Serenella Fiasconaro
Tel.: 0335/6115301

MEDINEX VOLLEY CALABRIA
Volley Calabria S.r.l.
Viale Aldo Moro Tr. Morabito,
23 - 89100 Reggio Calabria
Tel.: 0965/57493
Telefax: 0965/57493
Home Page:
www.netonline.it/medinex
E-mail: medinex@netonline.it
President: Pasquale Rappoccio
Tel.: 0337/873707

OMNITEL MODENA
Volley Modena S.r.l.
c/o Pala Panini - Via dello Sport,
25 - 41100 Modena
Tel.: 059/370400
Telefax: 059/370347
Home Page: www.volleymodena.it
E-mail: info@volleymodena.it
President: Marco Gamucci
Tel.: 059/375574

JOHNSON MATTHEY RUBIERA
Volley 2000 Spezzano (MO) S.r.l.
Via Ghiarella,
219 - 41040 Spezzano Fiorano (MO)
Tel.: 0536/845366
Telefax: 0536/920309
President: Walter Magnani
Tel.: 0337/563991

**Italian Federation-Serie A 2
(Second League)**

AGIL VOLLEY TRECATE

AGIL

Volley Trecate (NO)

Via Canobio, 13 - 28100 Novara

Tel.: 0321/75622

Telefax: 0321/782035

President: Suor Giovanna Saporiti

Tel.: 0347/310000

BRUMS PRECA VOLLEY

BUSTO ARSIZIO

Accademia Volley Cistellum

sede legale: Via Varzi, 17 - 21052

Busto Arsizio

sede amministrativa: Via Cesare

Battisti, 32 - 21053 Castellanza (VA)

Tel.: 0331/501676

Telefax: 0331/483889

President: Mario Meoni

Tel.: 0347/818695

CENTRALE DEL LATTE

di ROMA

A.S. Roma Pallavolo

Via Mario Borsa, 87 - 00159 Roma

Tel.: 06/43598857

Telefax: 06/43598857

President: Mario Mattioli

Tel.: 0348/3308008

CERVI CUCINE DAY

MEDICAL CASTELLANZA

Pallavolo Castellanzese (VA)

Via per Legnano,

2 - 21053 Castellanza (VA)

Tel.: 0331/594401

Telefax: 0331/594401

President: Luigi Landonio

Tel.: 0331/523200

CO.MONT. GRANZOTTO

SAN DONÀ

AGS S.r.l. San Donà (VE)

Piazza Indipendenza,

29 - San Donà di Piave (VE)

Tel.: 0421/659166

Telefax: 0421/65

President: Bruno Basso

Tel.: 0348/7120223

FAMILA IMOLA

A.S. Promosport Imola (BO)

Via Punta, 24 - 40026 Imola

(BO)

Tel.: 0542/680638

Telefax: 0542/614012

President: Carlo Magnani

Tel.: 0542/619504

FIGURELLA FIRENZE

A.S. Pallavolo Firenze

Viale Corsica, 2 - 50127 Firenze

Tel.: 055/352933

Telefax: 055/898103

President: Franco Bernocchi

Tel.: 055/8969042

ICOT SUCRITAL

FORLIMPOPOLI

Volley Forlimpopoli (FO)

Via Stanghellini, 7 - Forlì

Tel.: 0543/745538

Telefax 0543/745538

President: Giuseppe Camorani

Tel.: 0337/594047

LAS MAR TORTORETO

Fly Volley VBC Tortoreto (TE)

Via Giovanni XXIII -

Condominio Primavera,

7/B - 64019 Tortoreto Lido (TE)

Tel.: 0861/775138-777026

Telefax: 0861/775138

Home Page: www.las.it/fly

Email: lasfly@las.it

President: Cinzia Pedicone

Tel.: 0861/7831

LATUS VOLLEY

PORDENONE

Volley Pordenone S.r.l.

Piazza Risorgimento.

10 - 33170 Pordenone

Tel.: 0434/241025

Telefax: 0434/241025

President: Cesare De

Nevi Bernasconi

Tel.: 0337/308633

MORESCHI VIGEVANO

U.S. Gifra Vigevano

Corso Genova,

38 - 27029 Vigevano (PV)

Tel.: 0381/74880

Telefax 0381/74599

President: Padre Emilio Perego

Tel.: 0381/82268

ROMANELLI

FINANZIARIA FIRENZE

Firenze Volley S.p.A

Via Pistoiese, 11/3 - 50010 S.

Donnino di Campi Bisenzio (FI)

Tel.: 055/8964316

Telefax: 055/8964316

Home Page:

www.romanelli.it/volley.htm

E-mail: romanellivolley@dada.it

President: Massimo Romanelli

Tel.: 055/8964316

TESECO ORANFRIZER

SESTESE

Sestese Volley S.r.l.

Viale Macchiavelli,

65 - 50019 Sesto Fiorentino (FI)

Tel.: 055/4481202

Telefax: 055/4481202

President: Luca Falorni

Tel.: 0336/708738

SIRACUSANO LANCIA

MESSINA VOLLEY

Futura Messina Volley

Via Garibaldi, 179 - 98122

Messina

Tel.: 090/49419

Telefax: 090/49419

President: Saverio Colao

Tel.: 0347/6870867

TRA.DE.CO VOLLEY

ALTAMURA

U.S. Volley Altamura (BA)

Via Nola,

3 - scala D - 70022 Altamura (BA)

Tel.: 080/3102267

Telefax: 080/3102266

President: Angelo Farella

Tel.: 0330/701639

VINI MONTESCHIAVO JESI
G.S "Giannino Pieralisi" Jesi (AN)
Via Ancona,
96 - C.P. 360 - 60035 Jesi (AN)
Tel.: 0731/208889
Telefax 0731/221917
E-mail: msvolley@tin.it
Home Page:
<http://www.pieralisi.it/volley.htm>
President: Gennaro Pieralisi
Tel.: 0731/208889

B1 Femminile Girone A
 Pall. Cuneo Lib. Bieffe
 Eme Omegna Pallavolo Vb
 Magic Cerutti Tnt Piner. To
 P.M. Pink Volley Biella
 Pall. Giletti Ponzone Bi
 Burro Virgilio Mantova
 Pro Patria Milano
 Gs Pall. Castronno Va
 Phone Limited Modena
 Cav. Matto Donoratico Li
 Progeco Cecina V. Li
 Biancof. Dermac. S.Croce Pi
 Agrieco Pistoiese V. Pt
 P. Montagna S.Marcello Pt

B1 Femminile Girone B
 Sari Dolomia Belluno
 Pandacolor Sarneola Pd
 Sartori Ind.Le Padova
 Destefani Saonara Pd
 Vajolet Albatros Treviso
 Pall. S.Giorgio Nogaro Ud
 Apt Lignano Latisana Ud
 Calligaris Natisonia Ud
 Omt Tartarini S.Lazzaro Bo
 Lib Claus Volley Forlì
 F.Cucina Sgarbi Soliera Mo
 Rinascita Volley Firenze
 Ing Volley Prato
 Cus Siena

B1 Femminile Girone C
 Valce Tec Conero Ancona
 Cotton Club Fabriano An
 Autolelli Libero V.A.Piceno
 Voc Cus Macerata Volley
 Sei Bulli & Pupe Macerata
 Robur Tiboni Urbino Ps
 Ipercoop Meta Pesaro
 Idro-Gest Trevi Pg
 As Pallavolo Ternana
 Centralmotor Rieti Vbc
 Cus Roma
 As Vc Frascati Rm
 Csc Casal De' Pazzi Roma
 Colavita Lanciano Ch

B1 Femminile Girone D
 Accademia V. Benevento
 Us Pallavolo Caserta
 Florens Castellana Ba
 Club Molfetta Ba
 Aproli Bari Volley
 Ecotecnica Maglie Le
 Volley Tempesta Taranto
 Italtractor Im Potenza
 Volley Catanzaro
 Pol. Amazzoni Agrigento
 Levantino Ful V. Palermo
 Ap Us Lercara Pa
 Gialetto Serramanna Ca

B2 Femminile Girone A
 Spendibene Casale Al
 Us Sanmartinese Novara
 Rebecchi V.River Pc
 Termocentro Joannes Ge
 San Marco Blindo Val.Al
 Aurora Reale Mutua To
 Lat.Tigullio Rapallo Ge
 Koban Belgioioso Pv
 Pavic Sab Autonoleg.No
 Volley Fortitudo To
 Cepi Elettr.Rivoli To
 V2 Pack Service Racc.Cn
 Gs Avis Cafasse To
 Pall.Vco Altiora Vb

B2 Femminile Girone B
 Camst Pav Udine
 Pol.Torre Franca Tn
 Eldor Cantu' Co
 Spes Zoppas Conegl.Tv
 Geas Pall.Cologno Mi
 Socaf V.Osio Sotto Bg
 Pol.Coop Novate Mi
 Gan Brembate Sopra Bg
 Ata Trento V.Tecnoedil
 Sarma Saronno Va
 arsteiner Tnt Tione Tn
 Ottica Tomasini Cord.Pn
 B Meters Manzano Ud
 Volley Codogne' Tv

B2 Femminile Girone C
 Oroleader Mollis Cav.Vi
 As Crema V.Ipercoop Cr
 Artesystem Volta Mn
 Modenaceti Vignola Mo
 Giovolley Tecnocopie Re
 Sanitars Metalleghe Bs
 Mpl Festa Orceana Bs
 Saf Ams Riviera V.Vi
 As Corlo Litographic Mo
 Polazzo Vicenza V.Sport
 Display Italia Mpc Re
 A Due V.Dolo Campon.Ve
 Leaderform Verona
 Jesolo Hotels S.Dona'Ve

B2 Femminile Girone D
 Fatro Ozzano Bo
 Up Cassana V.Ferrara
 Pgs Londi Dolci Li
 Stefan Pall.Buggiano Pt
 Teseco Valdiserchio Lu
 Pallavolo Pistoia
 Gs Fruvit S.Maria M.Ro
 Seba Protezione Gran.Bo
 Cassa Risp.S.Miniato Pi
 Pol.Pontevicchio Bo
 Icot V.Forlimpopoli Fo
 Cerbiattodue Piomb.Li
 Motorteam Casciavola Pi
 Conad Volley Romagna Ra

B2 Femminile Girone E
 Rep Packaging Empoli Fi
 Cs Robur Scandicci Fi
 Corplast Corridonia Mc
 Somacis C.Fidardo An
 Azzurra Volley Fi
 Bftm Erreti Oftalmic.An
 B.A Ripoli Volley Fi
 Ss Sacrata Pallavolo Mc
 Sirio Rasimellicolet.Pg
 Gammavetroresina Tor.Te
 Star V.96 Falconara An
 Sevepan Colbordolo Ps
 As Pallavolo Gubbio Pg
 Erreti Corva Pselpid.Ap

B2 Femminile Girone F
 Gs Novitas Moniaflor Ca
 Gruppo Sill Anzio Rm
 Tespiense Quartu Ca
 Italdata Csc Ovest Roma
 As Il Piantone Nami Tr
 Venta Club Tortoli'Nu
 Libertas Genzano Rm
 Pall.Alfieri Cagliari
 Farma Energy Tor Sap.Rm
 Polisportiva Roma 7
 As Pallavolo Rieti
 Pol.Selargius 85 Ca
 Us Sunshine Sassari
 Erre Ceramica Club Ss

B2 Femminile Girone G
 Inn Volley Napoli
 Nuova Pall.Campobasso
 Grup.Chicco G&N Andr.Ba
 Deliziosa Dambr.Noci Ba
 Elcom Ecoserv.Isernia
 Sport Salus Parabita Le
 As Antoniana V.Pescara
 As Muro Volley Pz
 Vb La Palma Aversa Ce
 Assi Manzoni Brindisi
 Uisp Pall.Pozzuoli Na
 Cogem Montesilvano Pe
 Maggio Ingrosso Potenza

B2 Femminile Girone H
 Italmec Modica 75 Rg
 Club Pol.Militello Ct
 Scacebit Etna Volley Ct
 Eli Fly Cutro Kr
 La Pietra Di Comiso Rg
 Dais Gravina Ct
 Medinex Reggio Calabria
 Cus Messina Dival
 Catania Volley
 Cir Componenti Lib.Sr
 Tim Bonura C.Vetrano Tp
 Essepiauto Mazara Tp
 Gs Pall.Villabate Pa
 Rossarance Oranfriz.Ct

MEN
Italian Volleyball Federation

Italian Federation-Serie A 1

(First League)

Sisley Treviso
TNT Alpitour Cuneo
Piaggio Roma
Lube Banca Marche MC
Casa Modena Unibon
Iveco Palermo
Gabeca Fad Montichiari
Jucker Padova
Conad Zinella Ferrara
Valleverde Ravenna
Sira Cucine Falconara
Della Rovere Carifano

Italian Federation-Serie A 2

(Second League)

Cosmogas Forlì
Asystel Gonzaga Milano
Boomerang Verona
Gallo Gioia del Colle
Videx Grottazzolina
Lamezia Multiservizi
ComCavi Multimedia NA
Itas BTB Mezzolombardo
Carilo Esseti Loreto
Mail Express Cariparma
Samgas Reima Crema
Icom Lazio
VC Caffè Ninfolè
Sitel Porto Livorno
Playa di Catania
Caffè Motta Salerno

MEN**B1 GIRONE A-D**

B1 Maschile Girone A
 Kappa Cus Torino
 Gamma Tt Concesio Bs
 Us Olimpia Sav Bergamo
 Grande Volley Asti Bm2
 Banca Reg. Europea Cuneo
 Stadium Mirandola Mo
 Copra Dac V.Piacenza
 Voluntas Pallavolo Asti
 Me-Cart Cavriago Re
 Coalvi Busca Cn
 As Volley Caronno Va
 Kpm Autosi'S.Possid.Mo
 Us Olympia Voltri Ge
 Cer.Provenza Sass.Mo

B1 Maschile Girone B
 As Silvolley Everap Pd
 Samia Schio Sport Vi
 As Codyeco Lupi Pi
 Madel Lugo Ra
 D'Avenza Prato
 As Pallavolo Mantova
 Adria V.Monfalcone Go
 Aesse Isola D/Scala Vr
 Atletica Sestese Fi
 Lae Electron Oderzo Tv
 Ceg Volley Bellaria Rn
 Laguna Light Paese Tv
 Valdagno Volley Vi
 Viserba Volley Rimini

B1 Maschile Girone C
 Spoleto Volley Pg
 S.Paolo Alimen.Sardi Ca
 Sevepan Artic Colb.Ps
 Sicc Cucinecomp.Iesi An
 Sios Novavetro S.Sev.Mc
 Ceccano Volley Fr
 Emmecci Sparanise V.Ce
 Vba Carbonia Ca
 Femm Cbc Pall.S.Marino
 Ipam Zuccheri Aversa Ce
 Piaggio Roma Volley
 Ist. Vig. Urbe Frasc.Rm
 Garibaldi Al.Sardi Ss
 Cus Perugia

B1 Maschile Girone D
 Via Montenap.Cutrof.Le
 Pol.Materdomini Cast.Ba
 As Stilcasa Taviano Le
 Ass.Pol.Gym Club Lecce
 V.Amatori Giarre Ct
 Pol.Cetraro Volley Cs
 Jolly Motor Sulmona Aq
 Alvear Cosenza
 Ultimo Jeans Rende Cs
 Andria Volley Ba
 Grossano Molfetta Ba
 Amatori V.Pulsano Ta
 Monteciraolo M.Lucia Ct
 As Plurima Sport Lecce

B2 GIRONE A-H

B2 Maschile Girone A
 Lib.Mokaor Vercelli
 Pavic Cavanna Trasgo No
 Bassi Gorgonzola Novara
 Pallavolo Concorezzo Mi
 P.C.S. Voghera Pv
 Italdibipack Parab.Mi
 Biella Volley
 Vbc Mondovi' Cn
 Bodysystem Pinerolo To
 Pall.Giletti Ponzone Bi
 Polisportiva Di Nova Mi
 Mangini Novi Pall.Al
 Guardini Alpignano To
 Us S.Anna Pescatori To

B2 Maschile Girone B
 Pallavolo S.Giuliano Mi
 Mec & Gregory'S Molv.Tn
 Lib.Cassa Rur.Cantu'Co
 Viadana Volley Mn
 La Ronda Atesina Tn
 Armet Mussolente Vi
 Artifer Zane' Vi
 Us Scanzorosciate Bg
 Gazzorelli Villanuov.Bs
 Dayco Purolator Milano
 Pall.Calz.Mura Asola Mn
 Abc Utensili Merate Lc
 Ideal Volley Bl
 2 Castelli Mn

B2 Maschile Girone C
 Lovato Fosso'Gan Ass.Pd
 Zinella Bologna
 Citta' Calzatura Vbu Ud
 As Atletico V.Bologna
 Autoservice V.Mestre Ve
 Sisley Treviso
 Giorgia Riv.Brenta Ve
 B.&F. Futura Corden.Pn
 Banca Pop. Trentino Tn
 Ecolife-Sem S.Vito Pn
 Volley Villafranca Pd
 Cassa Di Risparmio Ra
 Pol.Cral Enichem Ra
 Debei Bonacic Chiogg.Ve

B2 Maschile Girone D
 Gs Vvf M.Marconi Re
 National Transports Mo
 Carisa V.Albisola Sv
 Il Fotoamatore Pisa
 Cus Modena Forni Mam
 Pol.Olympia Massa
 T.B.M.Imp.Casinalbo Mo
 Gs Arno Misericordia Pi
 Tras.Cavalieri Fiamma Pr
 Pgs Turris Pisa
 Emilgraf Marconi V.Re
 Vbc Calci Lobed Pi
 Mps Siena V.EI.B Ticino
 Admo Volley Lavagna Ge

B2 Maschile Girone E
 Volley Arezzo
 Volley Lib.Osimo An
 Gs Sabini Ciccola An
 L'Oro Della Terra Mc
 Le Terre Del Cerrano Te
 Riviera Samb Volley Ap
 Banc.Fucino Avezzano Aq
 Gs Vvf Montesi Pesaro (*)
 Aei Onori Foligno Pg
 Acces.Calz.Ms.Giusto Mc
 Gs Ruini Firenze
 Nose V.79 C.Marche Mc
 N.Virtus Paglieta Ch
 Vianello Pescara Volley

B2 Maschile Girone F
 Mojoli Civitavecchia Rm
 As Pomezia Volley Rm
 Tuderte Infab Todì Pg
 New Pall.Decimomannu Ca
 Pol.Clt Terni
 Us Acli Icaro Roma
 As Pall.Velletri Rm
 Cer.Vallelunga Ccast.Vt
 Pol.Casal Bertone Roma
 Nfa Saet Roma
 Gsp Zagarolo Sia Rm
 Virtus Volley Nepi Vt
 Us Audax Quartucci Ca
 Arcosiana Pall.Uta Ca

B2 Maschile Girone G
 Laera Ciccacese Put.Ba
 Alaska Galatone Le
 Club Atletico Bari V.
 Gs Pal.Falchi Ugento Le
 As V.Francavilla Br
 As Lib.V.Giovinazzo Ba
 Snie Ap Pall.Nola Na
 Soviet Jeans Agnone Is
 Golmar Rodit Manfred.Fg
 Accademia Napoli Volley
 Gran Caffè'Cocco Ce
 Av Lucera Fg
 Vb Meta United Na
 Volley Team Potenza

B2 Maschile Girone H
 Tonno Callipo Vibo
 Moda Italia Marsala Tp
 Csi Pasta Puglisi Me
 Aquil.Dacca Acireale Ct
 Citta'Di Brolo V.Me
 Saturnia Acicastello Ct
 Polisportiva Enna
 Acli Virtus Mancuso Cz
 Pallavolo Avellino
 Il Gabbiano Pozzallo Rg
 Diavoli Ros.Nicosia En
 Oratorio S.Giuseppe Me
 Universo Ass.Ni Bov.Rc

INTERNATIONAL VOLLEYBALL PLAYER LIST-ITALY

WOMEN

Last	Name	Club	Country	Years Played
Adams	Monique	Volley Vicenza	Italy	98
Adams	Monique	Centro Ester Napoli VB Club	Italy	96-98
Adams	Monique	Amatori Volley Ball	Italy	95
Adams	Monique	Polisportiva Jaws Altamura	Italy	93
Adams	Monique	Fioerentina Volley	Italy	92
Chapple	April	Club Pallavolo Vicenza	Italy	93
Chapple	April	Fideura Fulgor	Italy	92
Clark	Tracy	Aquila Azzurra Trani	Italy	92
Cobbs	Janet	Pallavolo Reggio Emilia	Italy	93
Crocket-Royster	Rita	Roma Collu Aniene	Italy	92
Cross-Battle	Tara	Yoghi Volley Ancona	Italy	93, 93
Garner	Christine	G.S. Volley 2000 SRL	Italy	98
Hatchett	Marissa	Volley Vicenza	Italy	94
Hernandez	Sophia	G.F. Sporting Don Bosco	Italy	93
Kemner	Caren	Olympia Teodora SRL	Italy	92
Kling	Leanne	A.S. Nuova Pallavolo	Italy	93
Lawanson	Ruth	U.S. Cistellum	Italy	93, 93
Liley	Tammy	Cemar G.S. Volley 2000	Italy	96
Meredith	Jennifer	Teodora Olimpia	Italy	97
Miller	Angie	Volley Vicenza	Italy	94
Mills	Alicia	A.S. Pallavolo Altamura	Italy	96
Oden	Elaina	Fulgor Fidenza	Italy	92, 93
Oden	Kim	Amatori Volley BARL	Italy	92
Phipps	Keba	Volley Modena S.R.L.	Italy	98
Phipps	Keba	Centro Ester Napoli	Italy	97
Phipps	Keba	Volley Club Bergamo S.R.L.	Italy	95, 96
Phipps	Keba	PVF Matera	Italy	92-94
Regul	Suzie	Pallavolo Reggio	Italy	96
Santana	Graciela	CSC Casal de Pazzi	Italy	97
Schwerm	Brita	A.S. Pallavolo Altamura	Italy	96
Schutt	Gracie	Unione Sportiva Sirio	Italy	94
Scott	Danielle	Gierra Roma Pallavolo	Italy	96
Shoemaker	Diane	Cemar International SPA	Italy	97
Stammer	Wendy	Preca Moda Pallavolo	Italy	92
Swaby	Monique	U.S. Liberosport	Italy	95
Wagner	Meika	G.S. Volley 2000 S.R.L.	Italy	98
Weishoff	Paula	ASVB Club Modena	Italy	92
White-Geminian	Antoinette	A.S. Promosport	Italy	94, 95, 97, 98
White-Geminian	Antoinette	Volley Vicenza	Italy	96
White-Geminian	Antoinette	A.S. Roma Pallavolo	Italy	92, 93
Williams	Tee	PVF Matera	Italy	96, 97
Williams	Tee	Orion Geas Pallavolo	Italy	92
Willis	Barb	Fulgor Fidenza	Italy	93
Youngs	Elaine	Gierra Roma Pallavolo	Italy	96

MEN

Last	First	Club	Country	Years Played
Ctvrlik	Bob	Volley Forli	Italy	96
Diehl	Mike	ASPC Gioia del Colle	Italy	97
Lambert	Mike	Portora Messaggero Volley	Italy	97
Lyles	Matt	ASPC Gioia Del Colle	Italy	94
Partie	Doug	Carifano Gimbam	Italy	92
Root	Jon	G.S. Olimpia Pallavolo Antioco	Italy	92
Sinclair	Patrick	A.S. Lupe	Italy	95
Sorensen	Tom	G.S. Falconara Pallavolo	Italy	96
Stork	Jeff	Volley Gonzaga Milano	Italy	94
Stork	Jeff	Mediolanum Volley	Italy	93, 93
Watts	Ethan	Las Daytona Modena	Italy	97

SWITZERLAND

GENERAL INFORMATION

Official Name: The Federal Republic of Switzerland (Swiss Confederation)
Area: 41,295 sq. km.
Population: 6.9 million
Capital: Bern
Major Cities: Geneva, Interlaken, Lugano, Neuchatel, St. Moritz, Zurich
People: 74% Germanic origin, 20% French, 4% Italian and 1% Romansch
Languages: German, French, Italian and Romansch
Religion: 49% Roman Catholic and 45% Protestant
Currency: Franc
Electricity: 220 vac
Government: Federal Republic
Prime Minister: Jean-Pascal Delamuraz
President: Flavio Cotti

VOLLEYBALL INFORMATION

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 Federation
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 Federation
E-Mail: svbv@bluewin.ch
Internet: <http://www.volleyball.ch>
President: M. Daniel Evard
Vice-President: Dr. Michel Georgiou
General Secretary: M. Beat Ludin
Beach VB Responsible: M. Christian Sacher

GENERAL ETIQUETTE

- ◆ Switzerland hosts a combination of French, Italian and German nationalities, thus, the cultural mores and gestures of each of these countries influence Swiss society. However, you should offer a firm handshake to whomever you are introduced to, including children.
- ◆ Good posture is important in Switzerland. Do not slouch in your chair or stretch your legs out while sitting in public.
- ◆ Do not litter in Switzerland. The Swiss take great pride in the tidiness of their environs, thus to litter is considered greatly rude.
- ◆ Never smoke while dining with the Swiss.
- ◆ The elderly are greatly respected in Switzerland, so be considerate by giving up your seat on a bus or train to an older person or help them with their luggage or parcels.
- ◆ The fondue is a popular Swiss dish. While dining, a chaffing dish is put in the middle of a table and it contains melted cheese or gravy and meat. The guests use long forks to dip pieces of bread into the cheese or gravy. Tradition says that if you drop your bread in the community fondue pot, then you must buy wine for everyone at the table. Another version of the tradition is that you must kiss all members of the opposite sex at the table.

VOLLEYBALL CLUB TEAMS-SWITZERLAND

National League A (NLA)

Women

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VB FRANCHES-MONTAGNES
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National League B East (NLB East)

Women

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National League B West (NLB West) Women

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1. League Group A Women

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021/314 67 31 6

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VBC FULLY
Chalet Bois-Dormant
1923 Les Marécottes
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1. League Group B Women

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VOLLEYBOYS BIENNE
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VBC ERGUEL
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1. League Group C Women

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VBC RHEINFELDEN

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1. League Group D Women

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1. League Group E Women

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081/725 40 04
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TSV JONA
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**National League B West
(NLB West)
Men**

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VBC NYON
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**1. League Group A
Men**

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VBC AYENT
Botyre
1966 Ayent
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VBC ECUBLENS**Rte Neuve 81****1024 Ecublens****Contact: Charly Rothen****Tel.: 021/691 94 07****Fax.: 021/691 91 28****VBC LUTRY-LAVAUX II****Contact: Stephane Frei****Ch. du Trabandan 35****1006 Lausanne****Tel.: 021/728 77 57****VBC COSSONAY II****Contact: Christian Rosset****Laurelles 6****1304 Cossonay****Tel.: 021/861 32 45****021/863 13 43****Fax.: 021/861 32 45**

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079/417 84 38
Fax.: 079/417 84 38

VOLLEYBOYS BIENNE
Rte Principale 46
2534 Orvin
Contact: Rolf Kipfer
Tel.: 032/358 19 31
079/441 46 47

VBC MUNSINGEN
Schlossmatte 14
3110 Münsingen
Contact: Thomas Sieber
Tel.: 031/721 30 60
031/342 73 71
Fax.: 031/342 49 33

VOLLEY BASSE-BROYE
Av. Jomini 12
1580 Avenches
Contact: Christophe Donadello
Tel.: 026/675 10 67
079/434 81 69

VBC SEMI MURISTALDEN
Mittlere Strasse 38
3600 Thun
Contact: Christoph Gnägi
Tel.: 033/223 69 07
E-Mail: christoph.gnagi@bluewin.ch

TV MURTEN
Mattenhofstr. 10
3007 Bern
Contact: Christoph Ruetschi
Tel.: 031/381 54 03
032/681 61 43
Fax.: 032/681 61 55

VBC BOSINGEN
Mühle 7
3177 Laupen
Contact: Thomas Lutstorf
Tel.: 031/747 88 31
031/747 85 10
Fax.: 031/747 64 92

MARLY VOLLEY
Rte de Donatyre 5
1580 Avenches
Contact: Jean-Paul Costa
Tel.: 026/675 48 57
031/342 61 08
Fax.: 031/342 68 76

NATZ BIEL KNABEN
Viktoriastrasse 14
8057 Zürich
Contact: Martin Kressibucher
Tel.: 01/312 03 84
079/ 416 76 89

1. League Group C Men

SV OLTEN
Am Kreuzbach 12
4612 Wangen
Contact: Markus Studer
Tel.: 062/212 18 41
062/915 55 75

VB THERWIL
Blauenstr. 20a
4153 Reinach
Contact: Richard Mayr
Tel.: 061/711 07 13
061/286 66 66
Fax.: 061/272 24 38

VBC GERLAFINGEN
Hasenmattstr. 7a
3427 Utzenstorf
Contact: Egon Zaugg
Tel.: 032/665 23 01
032/622 70 53
Fax.: 032/623 21 78

BTV AATAU
Mitteldorfstr. 64
5033 Buchs
Contact: Dennis Schneider
Tel.: 062/824 48 29
056/664 32 45
Fax.: 056/664 51 00

VBC GYM OBERWIL
Bienenstr. 36
4104 Oberwil
Contact: Christoph Camenzind
Tel.: 061/401 00 03
061/931 23 33

TSV FRICK
Schulstr. 3
5027 Herznach
Contact: Daniel John
Tel.: 062/871 60 28
062/874 16 14
Fax.: 062/874 16 57

TV SCHONENWERD II

Erlinsbacherstr. 49
5013 Niedergösgen
Contact: Beat Keller
Tel.: 062/849 37 18
062/789 00 73
Fax.: 062/789 00 88

VBC LANGENTHAL

Heimenhausenstr. 9
3377 Walliswil b. Wangen
Contact: Roland Bader
Tel.: 032/631 27 15
062/396 22 77
Fax.: 062/396 21 39

VBC AESCHI

Luzernstr. 41
4556 Aeschi
Contact: Peter Zaugg
Tel.: 062/961 18 27
032/613 20 66
Fax.: 032/614 35 21

VB FRANCHES-MONTAGNES

An*mones 3
2350 Saignelégier
Contact: Claude Devanthery
Tel.: 032/951 10 62
032/951 16 26
Fax.: 032/951 29 01

1. League Group D Men

SP BELLINZONA
Via delle Vigne 62
6648 Minusio
Contact: Stefano Franscella
Tel.: 091/743 84 19
091/735 89 10
Fax.: 091/735 89 19

VOLLEY MUTSCHELLEN
Friedlisbergstr. 20
8964 Rudolfstetten
Contact: Michael Wiederkehr
Tel.: 056/633 41 85
01/207 51 21
Fax.: 01/207 51 30

LK ZUZ
Albisblick 47
6319 Allenwinden
Contact: Pascal Staub
Tel.: 041/711 99 41

SFG LOCARNO
Via ai Monti 43
6600 Locarno
Contact: Luca Losa
Tel.: 091/751 58 04
091/756 12 74

STV BADEN
Rainstr. 61
8143 Stallikon
Contact: Hugo Lombriser
Tel.: 01/701 24 84
01/332 46 69

VBC BUOCHS
Seestrasse 46
6375 Beckenried
Contact: Kusi Inglin
Tel.: 041/620 70 27
041/741 73 40

VBC CROATIA ZURZACH
Rainweg 1
5330 Zurzach
Contact: Slavko Knezevic
Tel.: 056/249 24 26
056/297 57 05
Fax.: 056/249 24 26

VBC SEMI LUZERNE
Sonnefeld 8
6012 Obernau
Contact: Marc Heer
Tel.: 041/320 27 40
Fax.: 041/310 19 18

TV SARMEN
Aamattweg 10
6060 Sarnen
Contact: Armin Sigrist
Tel.: 041/660 79 63
041/666 22 09
Fax.: 041/666 22 60

VBC CORRATTEC WILLISAU
Sagenstr. 1
6264 Pfaffnau
Contact: Markus Arnold
Tel.: 062/754 18 67

1. League Group E Men

VBC ARBON
Alpsteinstr. 7
9320 Arbon
Contact: Jörg Seng
Tel.: 071/446 75 32
071/447 46 23
Fax.: 071/447 46 98

VBC GALINA SCHAAN
Poststr. 233
9491 Ruggell
Contact: Michael Merten
Tel.: 075/373 69 04
0049/172 962 54 42

TV AMRISWIL II
Weiherstr. 40
8580 Amriswil
Contact: Charly Lumbreras
Tel.: 071/411 93 64
071/636 14 38
Fax.: 071/636 14 38

PV KREUZLINGEN
Besmerstr. 32
8280 Kreuzlingen
Contact: Stephan Lüscher
Tel.: 071/688 72 43
071/672 69 72
Fax.: 071/672 69 24

VBC VOLERO ZURICH
Heinrichstr. 85
8005 Zürich
Contact: Jörg Rüedi
Tel.: 01/271 91 40
031/631 86 01

VC KLOTEN
Ewiges Wegli 29
8302 Kloten
Contact: Kurt Brunner
Tel.: 01/813 76 05
052/267 85 52

VBC ANDWIL-ARNEGG
Wolfganghof 14b
9014 St. Gallen
Contact: Reto Ochsner
Tel.: 071/277 58 89
071/226 32 26
Fax.: 071/226 34 51

VBC KZO WETZIKONW
Bodenackerstr. 1
8330 Pfäffikon
Contact: Markus Attinger
Tel.: 01/950 45 63

KSC WIEDIKON
Unterburg 64
8158 Regensberg
Contact: Ren* Zeender
Tel.: 01/853 12 86
01/457 71 41
Fax.: 01/853 12 86

TSV JONA
Sonnhalde 4
8808 Pfäffikon
Contact: Kurt Steiner
Tel.: 055/410 29 43
055/410 12 33

INTERNATIONAL VOLLEYBALL PLAYER LIST-SWITZERLAND

WOMEN

Last	First	Club	Country	Years Played
Akers	Angie	Franches Montagnes	Switzerland	98
Baldwin	Wendy	VBC Ecublens	Switzerland	96
Baldwin	Wendy	Yverdon Volleyball Club	Switzerland	95
Baldwin	Wendy	RTV Basel	Switzerland	93
Bridson	Emily	KSV Wattwil	Switzerland	94
Cecil	Morgan	Tornado Adliswil	Switzerland	95
Charroin-Elkenberry	Dawnn	VBC Uni Bern	Switzerland	92
Crochet	Angelle	VBC Glaionia/Notstal	Switzerland	97
Crockett-Royster	Rita	RTV Basel	Switzerland	93-97
Dane	Cara	KSV Wattwil	Switzerland	95
Davis	Laura	VC Kanti Schaffhausen	Switzerland	95
Eastman	Anne	Geneve Elite Volleyball	Switzerland	95
Eastman	Anne	V.C. Kanti Schaffhausen	Switzerland	94
Erlenborn	Jeane	VB Therwil	Switzerland	92
Ferris	Melissa	RTV Basel	Switzerland	96
Fletcher	Wendy	RTV Basel	Switzerland	95
Galer	Kara	VBC Koniz	Switzerland	98
Haley	Deborah	Yverdon Ancienne	Switzerland	94
Haley	Deborah	FSG Moudon	Switzerland	92
Hall	Sherita	NUC Volleyball	Switzerland	96
Holmes	Monica	VBC Koniz	Switzerland	94
Johnson	Charlene	Tornado Adliswil	Switzerland	96
Jones	Shauna	Neuchatel Univ.	Switzerland	93
Larsen	Karrie	BTV Lucerne	Switzerland	95
Lee	Jaimie	Franches Montagnes	Switzerland	98
Lowe	Heather	Franches Montagnes	Switzerland	97
Meixsell	Shannan	Franches Montagnes	Switzerland	97
Mitchell	Stacy	Franches Montagnes	Switzerland	96, 97
Mitchell	Stacy	VBC Val-De-Ruz Sport	Switzerland	95
Norfleet	Lonise	RTV Basel	Switzerland	94, 95
Pacheco	Priscilla	Geneve Elite Volleyball	Switzerland	95, 96
Reindl	Maureen	Montreux Volleyball	Switzerland	98
Romero	Christine	VC Kanti Schaffhausen	Switzerland	97
Romero	Christine	VBC Cheseaux	Switzerland	96
Santana	Gracie	RTV Basel	Switzerland	97
Scotlan	Cathey	Geneve Elite Volleyball	Switzerland	92
Shoemaker	Dianne	Uni Basel Volleyball	Switzerland	92
Smedsrud	Kristie	VC Kanti Schaffhausen	Switzerland	98
Snyder	Jennifer	VC Kanti Schaffhausen	Switzerland	98
Tuley	Tricia	Franches Montagnes	Switzerland	98
Wagner	Meika	BTV Lucerne	Switzerland	95
Wetzel-Hayward	Laurie	SP Bellinzona	Switzerland	94
Windes	Ann	Kanti Baden	Switzerland	98
Windes	Ann	GBO Volleyball Basel	Switzerland	97
Woloski-Muller	Michelle	FC Luzern VB	Switzerland	92-95

MEN

Last	First	Club	Country	Years Played
Ceponis	Brian	Val-De-Ruz Sport	Switzerland	98
Diehl	Mike	VBC Sursee	Switzerland	95
Diehl	Mike	MTV Nafels Volleyball	Switzerland	94
Fallowfield	Sean	TV Schonenwerd	Switzerland	96
Fink	Michael	Volleyball Club Sursee	Switzerland	92
Florentine	Stephen	Volleyball Club Sursee	Switzerland	92
Fortune	Scott	LUC	Switzerland	97
Jenkins	Larry	VC Kloten	Switzerland	93
Kelly	Tim	Volley Butschwil	Switzerland	95
McEntee	Jason	VBC Sursee	Switzerland	95
Michalski	Dave	Meyrin VBC	Switzerland	94
Miller	Scott	TGV-Tramelan	Switzerland	93
Pierce	Robert	MTV Nafels Volleyball	Switzerland	92-94
Poolman	Devin	Val-De-Ruz Sport	Switzerland	98
Quinn	Leland	Lausanne	Switzerland	97
Ribarich	Tom	VBC Sargans	Switzerland	94, 95
Ribarich	Tom	MTV Nafels Volleyball	Switzerland	92, 93, 95
Rigg	Doug	MTV Nafels Volleyball	Switzerland	92, 93
Rigg	Matt	TGV-Tramelan	Switzerland	93
Rodriguez	Elvis	TGV-Tramelan	Switzerland	93
Sealy	Mike	MTV Nafels Volleyball	Switzerland	94-96
Sneider	Rob	Volley Butschwil	Switzerland	97, 98
Sonnichsen	Matthew	MTV Nafels Volleyball	Switzerland	94
Sonnichsen	Matthew	Lausanne University Club	Switzerland	92
Sullivan	Erik	MTV Nafels Volleyball	Switzerland	95, 96
Wakeham	Greg	TSV Jona	Switzerland	97

RESULTS OF PLAYER QUESTIONNAIRES REGARDING SPECIFIC TEAMS

The following information about specific teams was the result of findings from a questionnaire that was sent to Americans who played volleyball overseas. This information is useful as it serves as an indicator of what one might expect if playing volleyball abroad.

Player: FEMALE
Country: FRANCE
Team: RACING CLUB VILLEBON 91
Division: N I A
Prev. Exp.: Division I
Bonuses: Furnished Flat, utilities, car & insurance, medical insurance \$1,000 worth of airline tickets..
Players/Coaches: 10/1 19-33 yrs. old
Language: French; some spoke English
Practices/Games: 6 practices/1 game per week
Practices: Stupid. Never do wash drills or scrimmage.

Player: FEMALE
Country: FRANCE
Team: ST. FONS
Coach: Jacque Le Febvre
Prev. Exp.: Division I
Salary/Month: \$1200
Bonuses: Classes, bus pass, airline ticket
Players/Coaches: 10/2 16-28 yrs. old
Language: French; 1-English
 Coach-Very little English
of Foreigners: 2 (2 allowed)
Practices/Games: 5 practices/1 game per week
Method of Travel: Vans
Closest Match: 40 minutes
Furthest Match: ?
Practices: They were a joke
Tryouts: Yes
Trainer: Sort of
Problems: Not a safe city

Player: FEMALE
Country: FRANCE
Team: ASPTT MULHOUSE
Coach: Brigitte Trouillet
Division: N 1A
Prev. Exp.: Division I/MLV
Salary/Month: \$1000 (10 month contract)
Bonuses: Room, car, 2 round trip Tickets
Players/Coaches: 9/2 Players: 18-30 yrs. old
Language: French;
All spoke English to some extent
of Foreigners: 2 (3 allowed)
Practices/Games: 4-5 practices/1 game per wk.
Method of Travel: Train
Closest Match: 150-200 miles
Furthest Match: Approx. 500 miles
Practices: Shorter time period (2 hrs.),
Not as physically demanding.
Not as technical.
Tryouts: Rarely. Invite only.
Trainer: Yes, volunteer
Agent: Yes, would not recommend him
Problems: Language barrier

Player: FEMALE
Country: FRANCE
Team: RACING CLUB DECANNES
Coach: Peter Nannenbroich
Division: N 1A
Prev. Exp.: Top Division I
Salary/Month: \$2100 (9 month contract)
Bonuses: Apartment (furnished), car,
1 round trip ticket
Players/Coaches: 10/2 Players: 19-29 yrs. old
Language: French; 9-English
Coach-English-Yes
of Foreigners: 3 (3 allowed)
Practices/Games: 7 practices/1 game per wk.
Method of Travel: Airplane, car, train, bus
Closest Match: St. Raphael (40 km/24.9 miles)
Furthest Match: Calais (900 km./559 miles)
Practices: More hours in the gym than in
U.S., less conditioning & strength
training. Everyone involved since
only have 10 players.
Tryouts: Yes, closed. Invite only.
Trainer: Yes
Agent: Yes, William McCallister
Problems: Language barrier

Player: FEMALE
Country: FRANCE
Team: ST. FONS
Division: N II
Prev. Exp.: Top Division I, MVL
Salary/Month: \$800 (9 month contract)
Bonuses: None
Players/Coaches: 8/2 Players: 18-30 yrs. old
Language Spoken: French; 1 spoke some English
Coach-spoke some English
of Foreigners: 2 (2 allowed)
Practices/Games: 2 practices for American/
5 for team/1 game per week
Method of Travel: Tram, car
Closest Match: St. Chamond
Furthest Match: Paris, Cote d'Azur
Practices: Very easy. Many French
coaches are clueless
Tryouts: Yes. Set up on individual basis
Trainer: No
Agent: No, but would advise getting
someone trustworthy.
Problems: Language barrier; Salary being
much greater than other players.

Player: FEMALE
Country: FRANCE
Team: TOULON
Division: N III
Prev. Exp.: Top Division I
Salary/Month: \$1,000 (8 month contract)
Bonuses: Apartment, French lessons,
1 round trip ticket
Players/Coaches: 8/1 Players: 15-33 yrs. old
Language Spoken: French only
of Foreigners: 1 (2 allowed)
Practices/Games: 2 practices/1 game per week
Method of Travel: Train, car
Closest Match: 10 minutes
Furthest Match: 8 hours
Practices: Ridiculously few & easier
Tryouts: No
Trainer: No
Agent: No, but would recommend
getting one.
Problems: Language & culture barriers;
Lack of decent facilities; Not
paid on time; Bounced checks.

Player: FEMALE
Country: FRANCE
Team: VBC RIOM
Division: N I A
Prev. Exp.: Top Division I
Salary/Month: \$900 (9 month contract)
Bonuses: Apartments, French lessons
 airline tickets
Players/Coaches: 10/1 Players: 18-28 yrs. old
Language: French; 1 some English
 Coach-some English
of Foreigners: 2 (2 allowed)
Practices/Games: 5 practices/1 game per wk.
Method of Travel: Train, taxi, bus
Practices: More intense, pressure on
 foreigners
Tryouts: Yes
Trainer: Yes
Agent: Sort of. A coach in U.S. made
 some calls.
Problems: Personality differences

Player: FEMALE
Country: FRANCE
Team: VBC FRANCHEVILLE
Coach: Jean-Michel Mieuset
Division: N 1 A
Prev. Exp.: Top Division I, National Team
Bonuses: Apartment, 1 round trip
 ticket.
Players/Coaches: 8/2 Players: 18-26 yrs. old
Language: French; All-some English
 Coach- some English
of Foreigners: 2 (3 allowed)
Practices/Games: 5-6 practices/1 game per wk.
Method of Travel: Airplane, car, train, van
Closest Match: 2 hour drive
Furthest Match: 10 hour drive
Practices: A lot more conditioning &
 running. Not a lot of strategic
 stuff. More for young kids
Trainer: 1 Physio/1 Doctor
Agent: No
Problems: Language, coach & players not
 very intelligent, exchange rates.

Player: MALE
Country: FRANCE
Team: VBC MACON
Division: N I A
Prev. Exp.: Top Division I, National Team
Salary/Month: \$2,000
Bonuses: Flat, car, round trip tickets
Players/Coaches: 11/1 Players: 19-29 yrs. old
Language : French; 1-English
 Coach-English-Yes
of Foreigners: 2 (2 allowed)
Practices/Games: 3-4 practices/1 game per week
Method of Travel: Bus, train, subway, foot
Closest Match: 60 km/37.2 miles
Furthest Match: 600 km/372.8 miles
Practices: Very easy
Tryouts: No
Trainer: Yes
Agent: Yes, and personal contact
Problems: Broken contracts, apartment
 not ready on time.

Player: FEMALE
Country: GERMANY
Team: USC MUNSTER
Division: 1. Bundesliga
Prev. Exp.: Top Division I
Salary/Month: Depends on athlete
Bonuses: Flat, car, airline tickets
Players/Coaches: 9/2 Players: 21-30 yrs. old
Language: German, 8 English
 Coach-English-Yes
of Foreigners: 2 (2 allowed)
Practices/Games: 8 practices/1-2 games per week
Method of Travel: Bus, cars
Closest Match: 1 hour
Furthest Match: 8 hours
Practices: Ran well, competition level
 not high
Trainer: Yes
Agent: Yes
Problems: Not getting paid on time

Player: FEMALE
Country: GERMANY
Team: TV CREGLINGEN
Division: 2. Bundesliga North
Prev. Exp.: Division I
Salary/Month: \$400 +bonus for wins
Bonuses: Airline ticket, flat, car (pay own insurance), work permit
Players/Coaches: 8/3 Players: 19-23 yrs. old
Language Spoken: German, 2-English
Coach-some English
of Foreigners: 1 (2 allowed)
Practices/Games: 4 practices/1 game per week
Method of Travel: Bus, van
Closest Match: 45 minutes
Furthest Match: 3 hours
Practices: Technical & kickback, not game oriented
Tryouts: Yes, practice with team
Trainer: Yes
Agent: Yes, Andy Inveiss
Problems: Language

Player: FEMALE
Country: ITALY
Team: VOLLEY MODENA
Division: NL A1
Prev. Exp.: Division I
Salary/Month: \$4,000 (10 month contract)
Bonuses: Flat, car, money for food, round trip tickets
Players/Coaches: 9/2 Players: 18-32 yrs. old
Language Spoken: Italian; 3-4-English
Coach-English-No
of Foreigners: 2 (2 allowed)
Practices/Games: 8-10 practices/1-2 games per week
Method of Travel: Air, bus
Closest Match: 20 miles
Furthest Match: 1500 miles
Practices: Much harder physically, quicker pace, not as long (2.5 hours)
Tryouts: No
Trainer: Yes
Agent: No
Problems: Hard time negotiating for money; cars were in bad shape; long season, few days home for Xmas.

Player: FEMALE
Country: ITALY
Team: PRECA MODA CISLAGO
Division: NL A2
Prev. Exp.: Division I, MLV
Salary/Month: All ranges
Bonuses: Flat, car, 2 round trip tickets
Players/Coaches: 9/2 Players: 17-30 yrs. old
Language Spoken: Italian; 2-English
Coach-Some English
of Foreigners: 2 (2 allowed)
Practices/Games: 5 practices/1 game per week
Method of Travel: Bus, plane
Closest Match: Cassano (1 hour drive)
Furthest Match: Cicily (fly)
Practices: More individual work; Coach stresses defense; Condition year round.
Tryouts: Depends if they are looking for a player.
Trainer: Yes
Agent: No, but recommends one
Problems: Not many (great experience); Language & homesick at first.

Player: FEMALE
Country: ITALY
Team: CASSANO
Division: NL A1
Prev. Exp.: Top Division I
Salary/Month: \$3,333 (9 month contract)
Bonuses: Flat, shared car, 2 round trip tickets
Players/Coaches: 10/2 Players: 18-26 yrs. old
Language Spoken: Italian; 4-English
Coach-English-No
of Foreigners: 2 (2 allowed)
Practices/Games: 8-10 practices/3-4 games per week
Method of Travel: Cars
Closest Match: 5 hour
Furthest Match: 4 hours
Practices: Not well planned; Did not utilize time and drills to team's advantage.
Tryouts: No
Trainer: Yes (not sure how qualified)
Agent: Yes, Andy Inveiss
Problems: Language; Medical problems (a shot cures everything!).

Player: FEMALE
Country: ITALY
Team: PVF MATERA
Division: NL A1
Prev. Exp.: Top Division I, National Team
Salary/Month: Depends on athlete
Bonuses: Flat, car, airline tickets
Players/Coaches: 9/2 Players: 22-30 yrs. old
Language: Italian
Coach-English-No
of Foreigners: 2 (2 allowed)
Practices/Games: 8-10 practices/
3-4 games per week
Method of Travel: Bus, cars
Closest Match: 45 minutes
Furthest Match: 8 hours
Practices: Much slower
Trainer: Yes
Agent: Yes
Problems: Not getting paid on time or at all;
Lack of medical training
(therapy, etc.)

Player: FEMALE
Country: ITALY
Team: LIBERTAS SANASTREX
Division: III
Prev. Exp.: Division I, National Team
Salary/Month: \$2,000
Bonuses: Flat, round trip tickets, train
pass
Players/Coaches: 14/2 Players: 15-28 yrs. old
Language: Italian; 0-English
Coach-English-No
of Foreigners: 1 (2 allowed)
Practices/Games: 3 practices/1 game per week
Method of Travel: Bus
Closest Match: Cross town
Furthest Match: Torino
Practices: Very poor
Tryouts: No
Trainer: No
Agent: No
Problems: Language, customs, lack of
knowledge by coaches

Player: MALE
Country: SWITZERLAND
Team: VAL DE RUZ SPORT
Division: NLA
Prev. Exp.: Division I
Salary/Month: \$900 (8 month contract)
Bonuses: Flat, car, airline tickets,
language lessons.
Players/Coaches: 12/1 22-31 yrs. old
Language Spoken: French; English-6
Coach-English-No
of Foreigners: 2 (2 allowed)
Practices/Games: 3 practices/1 game per week
Method of Travel: Bus
Closest Match: Uni Bern/35 miles
Furthest Match: Amriswil/150 miles
Practices: Much less strenuous, shorter,
and at a lower level.
Tryouts: No
Trainer: Part time
Agent: Yes, Tim Kelly
Problems: Low level of play, language,
boredom

Player: FEMALE
Country: SWITZERLAND
Team: FRANCHES MONTAGNES
Division: NLA
Prev. Exp.: Division I
Salary/Month: \$2,599 (4 month contract)
Bonuses: Flat, 1 round trip ticket, car,
language lessons, 2 meals a day
Players/Coaches: 10/1 Players: 17-39 yrs. old
Language Spoken: French; 2-English
Coach-English-No
of Foreigners: 2 (2 allowed)
Practices/Games: 3-4 practices/1 game per week
Method of Travel: Mini vans
Closest Match: Koniz (45 minutes)
Furthest Match: Watwil (3 hours)
Practices: Much easier
Tryouts: Yes, for some players
Trainer: Yes
Agent: No
Problems: Language barrier.

Player: FEMALE
Country: SWITZERLAND
Team: FRANCHES MONTAGNES
Division: NLA
Prev. Exp.: Division I, some National Team
Salary/Month: \$2,599 (4 month contract)
Bonuses: Flat, 1 round trip ticket, car, language lessons; 2 meals a day
Players/Coaches: 10/1 Players: 17-39 yrs. old
Language Spoken: French; 2-English
Coach-English-No
of Foreigners: 2 (2 allowed)
Practices/Games: 3-4 practices/1 game per week
Method of Travel: Mini vans
Closest Match: Koniz (45 minutes)
Furthest Match: Watwil (3 hours)
Practices: Much easier
Tryouts: Yes, for some players
Trainer: Yes
Agent: Yes, 10% paid by club
Problems: Language barrier.

Player: FEMALE
Country: SWITZERLAND
Team: RTV Basel
Division: NLA
Prev. Exp.: Top Division I
Salary/Month: \$1500-\$2000 (Yr. contract)
Bonuses: Flat, utilities, car, airline tickets
Players/Coaches: 9/2 19-37 yrs. old
Language Spoken: French, English, German; English-8
Coach-English-Yes
of Foreigners: 2 (2 allowed)
Practices/Games: 4-5 practices/1 game per week
Method of Travel: Train, bus, plane
Closest Match: Uni Basel
Furthest Match: 3500 miles
Practices: Easy/normal
Tryouts: No
Trainer: Yes
Agent: Yes, had problems with agent
Problems: Not many; get health insurance. Research your agent carefully!

Player: FEMALE
Country: SWITZERLAND
Team: RTV BASEL
Division: NLA
Prev. Exp.: Top Division I
Salary/Month: \$2,000 (2 yr. contract)
Bonuses: Flat, furniture, phone, 1 round trip ticket, medical insurance
Players/Coaches: 10/2 Players: 18-40 yrs. old
Language Spoken: English; 8-English
Coach-English-Yes
of Foreigners: 2 (2 allowed)
Practices/Games: 5 practices/3 games per week
Method of Travel: Eurorail, cars, charter bus
Closest Match: Basel
Practices: Much more demanding
Tryouts: Yes
Trainer: Yes
Agent: Yes
Problems: Agent not reliable-did not help out when money problems occurred.

Player: FEMALE
Country: SWITZERLAND
Team: UNI BASEL
Coach: Dani Haussener
Division: NLA
Prev. Exp.: Division I
Salary/Month: \$1,500-\$2,000 (8 month contract)
Bonuses: Flat; car; 1 round trip ticket
Players/Coaches: 12/2 Players: 18-27 yrs. old
Language: Swiss German, 10-English
Coach-English-Yes
of Foreigners: 2 (2 allowed)
Practices/Games: 4-5 practices/1 game per week
Method of Travel: Vans, cars, plane once
Closest Match: Luzern (1 hour)
Furthest Match: Geneva (2.5 hour)
Practices: Not physically or mentally demanding. Coach does not work on technique.
Tryouts: Yes, come practice with team.
Trainer: Yes
Agent: No, but would recommend one.
Problems: Money-almost 3 weeks late every month-threatened to leave before playoffs...no more problems; Homesickness

Player: FEMALE
Country: SWITZERLAND
Team: VBC BIENNE
Division: NLB
Prev. Exp.: Top Division I
Salary/Month: \$800 (9 month contract)
Bonuses: Apartment, car, round trip tickets
Players/Coaches: 10/1
Age Range: 18-28 yrs. old
Language Spoken: German
of Foreigners: 1 (2 allowed)
Practices/Games: 4 practices/1 game per week
Method of Travel: Van
Closest Match: 20 minutes
Furthest Match: 2 hours
Practices: Less difficult
Tryouts: No
Trainer: Yes
Agent: Personal contacts
Problems: Personality conflicts

Player: FEMALE
Country: SWITZERLAND
Team: GENEVE-ELITE
Division: NLA
Prev. Exp.: Top Division I
Salary/Month: \$1500 (7.5 month contract)
Bonuses: Apartment, French lessons, 2 round trip tickets; 1 meal.
Players/Coaches: 8/1 16-29 yrs. old
Language Spoken: French; 6-English
Coach-English-No
of Foreigners: 2 (2 allowed)
Practices/Games: 3 practices/1-2 games per week
Method of Travel: Bus, car, 1 plane trip
Closest Match: 1.75 hours (car)
Furthest Match: 5.5 hours (car)
Practices: Only 3x a week; Difficult w/only 8 players.
Tryouts: No
Trainer: No (player on team is a P.T.)
Agent: Yes, William McCallister
Problems: Agent

Player: FEMALE
Country: SWITZERLAND
Team: UNI BERN
Coach: Jean-Pierre Bo Ucherin
Division: NLA
Prev. Exp.: Division I
Salary/Month: \$1,500 (7 month contract)
Bonuses: Flat, airline tickets, health insurance
Players/Coaches: 10/1 15-33 yrs. old
Language Spoken: French/German; 5 spoke English
Coach-English-No
of Foreigners: 2 (2 allowed)
Practices/Games: 3 practices/1 game per week
Method of Travel: Van
Closest Match: 1/2 hour
Furthest Match: 3 hours
Practices: Not intense, 1.5-2 hrs. Did not scrimmage or work on skills. Defense not stressed-just hitting.
Tryouts: No
Trainer: No
Agent: No, but would recommend one.
Problems: Coach not good, players not committed, inadequate practice time.

Player: FEMALE
Country: FINLAND
Team: AJO VBCV
Coach: Rei jo Tuomela
Division: Division I
Prev. Exp.: Division I
Salary/Month: \$850
Bonuses: Round trip airline tickets, bus pass, cellphone, furnished house, internet
Players/Coaches: 10/2 16-28 yrs. old
Language Spoken: Finnish; All-English
Coach-English-Yes
of Foreigners: 3
Practices/Games: 4 practices/2 games per week
Method of Travel: Old bus
Closest Match: Pieksamaki/120 km
Furthest Match: Vassa/450 km
Practices: Low key; few goal oriented drills. Coaching is for the junior players
Tryouts: Yes
Trainer: Sort of
Agent: No
Problems: Promised a single room (sharing); no phone for first two weeks.

Player: MALE
Country: GREECE
Division: A2
Prev. Exp.: Division I
Salary/Month: \$300
Bonuses: Flat
Players/Coaches: 14/1 Players: 18-28yrs. old
Language: Greek; All-English
Coach-English-Not much
of Foreigners: 1 (2 allowed)
Practices/Games: 4 practices/1 game per week
Closest Match: 15 min.
Furthest Match: 6 hours
Tryouts: Yes, during practice
Trainer: Yes, not very good
Problems: Many expectations on a new player. You are expected to play well every match.

Player: MALE
Country: NETHERLANDS
Team: REMOTE IT, ZWOLLE
Coach: Geert Timmer
Division: Premier
Prev. Exp.: Division I
Salary/Month: (10 months)
Bonuses: Flat, car, airline reimbursement, haircuts, laundry, utilities
Players/Coaches: 11/2 Players: 18-34 yrs. old
Language: Dutch; All-English
Coach-English-Yes
of Foreigners: 1
Practices/Games: 4 practices/2 game per week
Closest Match: 20 km
Furthest Match: 2000 km
Practices: Less technical. Usually the same each day despite technical problems with the team
Tryouts: Yes
Trainer: Yes
Agent: Yes, Tim Kelly
Problems: Teams vary on level of commitment they can give a player. Loneliness.

Player: MALE
Country: SPAIN
Team: TEXTIL SANTANDERINA
Coach: Joaquin Diaz
Division: Second Division
Prev. Exp.: Division I
Salary/Month: Room and board
Bonuses: All the red wine I can drink!
Players/Coaches: 15/2 16-45 yrs. old
Language: Spanish; English-None
Coach-English-No
of Foreigners: 1 (2 allowed)
Practices/Games: 5 practices/1 game per week
Method of Travel: Bus
Closest Match: Laredo/45 miles
Furthest Match: San Sebastian/180 miles
Practices: A complete joke. Run, stretch, hitting lines, stretch, shower, drink red wine.
Tryouts: No
Trainer: No
Agent: Yes, Tim Kelly
Problems: Lack of professionalism

Player: FEMALE
Country: SPAIN
Team: VBC ESPLUGUES
Prev. Exp.: Division I
Bonuses: Airline tickets, \$300 for finals
Players/Coaches: 8/1 17-26 yrs. old
Language: Catalan/Spanish; English-None
Coach-English-No
of Foreigners: 1 (2 allowed)
Practices/Games: 3 practices/1 game per week
Method of Travel: Car, van
Furthest Match: 7 hours
Practices: Easy, basic level
Tryouts: No
Trainer: No
Agent: No
Problems: Lack of seriousness on the team, people late to practice.

RESULTS OF COACHES' QUESTIONNAIRES REGARDING THEIR EXPERIENCES ABROAD

The following information was the result of findings from a questionnaire that was sent to United States collegiate volleyball coaches who had experience living or recruiting overseas.

ADVICE FOR PLAYERS WHO ARE INTERESTED IN PLAYING VOLLEYBALL INTERNATIONALLY:

- * Learn some of the language. Learn and accept local customs. Help the younger players.
- * Check out your agent carefully!
- * It can be a great and lifelong experience if you get into it (language, culture, etc.). It can open doors for the future.
- * Make family aware of your itinerary. Have a buddy system of sorts (daily call).
- * Get all agreements in writing. Find a good agent.
- * You should do lots of investigative work before going. Also, research each countries' attitude towards Americans, so you know what to expect.
- * Do not expect other countries to be like the United States. Learn about the countries you will be living and traveling in and assimilate to them.
- * Deal only in facts and with trustworthy people. Get at least half of the contract up front. Settle all insurance issues before leaving the country. Make sure you are the decision maker on medical treatment.
- * When a player goes abroad to play they need to find an American doctor and try to get to know them well, one that will take special interest in them and their situation of being in a foreign country.
- * Make sure the contract is approved by a lawyer and that you get some monies upfront.
- * Get an agent with experience placing players overseas.
- * Research the club you are interested in playing for. Do they pay on time? Are they reputable? Do they have a stable history?
- * Find out if treatment facilities/modalities are available (i.e. trainers, doctors, ice, rehabilitation, etc.).
- * Find out the crime rate in the area where you will be living/training/traveling through.
- * Find out what happens if the team does not make it to the playoffs. Can you go home early? If so, will it affect your pay?
- * Will there be vacations/breaks to go home?
- * Can you work another job? Will you have time?
- * Find out the location of the American Embassy.

AGENTS

**Fees are paid to the agents by the players
and sometimes by the teams.**

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E-Mail: alecpeters@aol.com

SCOUTS

**Fees are paid to the scouts by the
actual teams rather than the players.**

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Agent/Scout Questionnaires

AGENT:	ANDRIS (ANDY) INVEISS
Company:	SPORTSNET INTERNATIONAL
Experience:	11 yrs.
Approx. # of clients in 1998-99:	15
Male:	3
Female:	12
Other Sports:	None
Avg. Pay Scale:	\$10,000 (8 month season) - \$500,000 (5 month season)
Percentage:	In most instances, 10% of gross contractual amount. This fee is generally paid by the team, therefore, the athlete does not have to include this as taxable income.
Bonuses:	Most contracts have an average gross value of around \$50,000.00 which includes compensation, bonuses, taxes, travel, living expenses, insurance and various transfer fees paid by the team.
Difference in Pay:	Athlete's Skills-A National team member who has gained international recognition through either Olympics, World Championships or World Cup will be much more valuable than an athlete who is an All-American with no international experience. An outside hitter or middle blocker who also has serve receiving skills will be more valuable than a uni-dimensional player.
Countries which generally pay more:	Brazil, Italy, Turkey. Japan has been one of the highest paying countries but it is my understanding they will no longer have foreign players in their leagues subsequent to the year 2000. The top female athletes have received salaries comparable to that of the top male athletes.

SPORTSNET INTERNATIONAL

ANDRIS (ANDY) INVEISS

Profile:

SNI provides customized career management for individuals pursuing a career in the sports industry.

We have managed athletes and coaches careers since 1986. SNI has negotiated endorsement agreements with companies such as Champion, NIKE, Bad Boy, Big Dog, Mizuno, New Balance, Sideout, Ricoh, Tachikara, Active Ankle and Kaepa. Playing contracts have been negotiated with teams in the United States, Brazil, France, Germany, Greece, Hong Kong, Japan, Italy, Switzerland, and Turkey.

Our first responsibility is to our client. We want to learn everything we can about your goals, concerns and interests. Armed with a thorough understanding of your specific needs we will use our resources to custom design a program to meet those needs.

SNI utilizes consultants in finance, law, taxes, marketing and international relations. Each consultant is an experienced specialist in their respective profession. This allows SNI to provide each client with precise information.

Courtesy of Sportsnet International

AGENT:**Company:****Experience:****Approx. # of clients in
1998-99:****Male:****Female:****Other Sports:****Avg. Pay Scale:****Percentage:****Bonuses:****Highest Paid:****Lowest:****Difference in Pay:****Countries which
generally pay more:****Monthly Salaries****Germany:****Italy:****Switzerland:****Austria:****Belgium:****Greece:****Holland:****Qatar:****Spain:****Sweden:****TIM KELLY****BRING IT PROMOTIONS****2-3 years****50 + players****45****15****Basketball (5 clients)****\$800-\$1200 per month \$2500-\$4000****(not much middle ground)****Depends. \$500-\$1000 depending on the team and the player. I
used to charge a percentage but it does not work out well as
many players get \$1000/month. This fee is charged to the team
so the player does not really pay anything.****Flat, car, plane tickets****\$9K, \$4K, \$4K, \$3K (per month/all men)****As low as \$350/month, but this player gets two meals a day.****Experience (National Team, etc.), luck, height****Japan, Brazil, Italy/Greece, France, Belgium, Spain/Switzerland,
Holland (in that order)****\$3500, \$1500, \$1200 (male)****\$25K (male)****\$800, \$1500, \$0 (playing for a house and \$18/hr. job) (male)****\$2K, \$2K, \$350 (+ 2 meals a day), \$1K, (male), \$660, \$660
(female)****\$9K, \$4K, \$2500, \$1800, \$1500, \$1200, \$1200, \$1000, \$500
(male)****\$15K, \$9K, \$4K, \$4K (male)****\$2K, \$2K, \$1800, \$1500, \$1200, \$1100 (male)****\$4K (male)****\$3K, \$0 (playing for a house and meals) (male)****\$1K (male)**

Bring It Promotions

Tim Kelly-Agent

www.bringitusa.com

Martinus, Holland Men

Last year there were more North Americans playing in Europe than ever before. As of January 1st, 1998 there were 16 in Holland alone. This is the only country in Europe that has lifted foreign player restrictions and we are taking full advantage. Working on an idea from Bring It Promotions, Vrevok turned to the "American Idea" and hired six Americans to try and win the Dutch League and Cup Championships. B.I.P. not only headed the player selection, but also came up with some financial support from U.S. companies and donors. The players earned less money than they might have elsewhere, but the environment warrants the sacrifice. In exchange for this funding, the team allows B.I.P. to appease their American sponsors by participating in foreign exhibitions, tournaments, youth clinics, and other promotional events whenever possible.

This revolutionary team is a perfect forum for volleyball or other sports related companies to get some exposure in Holland and all of western Europe. The team has already traveled in Germany, Belgium, Denmark, France, and Tunisia and will travel the globe in European Cup play in 1999.

Aside from our most generous principal donor, we would like to thank Nike Volleyball USA, Paul Mitchell, and TCS Telecommunications for their support and assistance.

Martinus, Holland Women

After seeing the success of the 1997-8 Vrevok Men's team, Bring It Promotions is now in the process of building a sister club in the women's half of the Dutch Premier Division. For many companies, the women's side of volleyball is a much more attractive investment than men. There is more media coverage in the domestic market and there are certainly more female players active in the sport.

The club we have chosen, Martinus, is one of the oldest and most respected clubs in Holland. Located in the Amsterdam suburbs, the club has a strong backing from the community and is the center of social life for the over 300 members of the club. The team will be participating in European Cup play in the 1998-1999 season and our exposure will be enormous for a Dutch club. This will be the first ever women's team of any sport with five Americans and we expect the media coverage to be even greater than that of the men's counterpart.

Once again, Bring It Promotions will head the selection of the team (and coach) and be responsible for the initial funding of the team. We are again fortunate enough to have a principal donor for the bulk of our costs, but it is imperative to add a strong sponsor base to provide longevity and continuity to the plan. We have a good start on the coming season and will attempt to add a new head sponsor and a selection of second tier sponsors to the club.

It is important to note that the motivation behind building both Martinus and Vrevok into top level clubs with American players is not financial. Bring It Promotions is trying to provide players from the USA and Canada with a solid, safe, and fun place to play in Europe to make up for the fact that there is no high level organized volleyball after the university level. Some clubs in Europe are run by presidents, managers, or coaches with limited experience. Teams can fold without notice and some players go months without pay. The team situation that we are trying to supply is an organized and productive one. We are trying to build teams where our players can enjoy the culture and other good things that life in Europe has to offer along with a strong volleyball experience where they can learn and compete at a high level. Assimilation and acceptance is stressed through volleyball clinics, coaching other teams in the club, team promotions, and other community outreach efforts. All steps to these goals are non-profit and the concept can only work with help from donors and sponsors alike.

Courtesy of Bring It Promotions

AGENT:	T. P. McCabe
Company:	VB SPORTS MANAGEMENT
Experience:	4 yrs.
Approx. # of clients in 1998-99:	17
Male:	13
Female:	4
Other Sports:	Boxing
Avg. Pay Scale:	No U.S. National team experience: \$2,000/month; Good player with U.S. National Team Experience: \$3-6,000/month; Strong big name player \$8,000/month; Top player makes \$35,000 per month.
Percentage:	10%; However 5% is usually obtained by transfer fee and or team.
Difference in Pay:	U.S. National team experience, Olympic experience, major college experience, physical attributes.
Countries which generally pay more:	Italy, Japan, Brazil-top 3 for male and female. Some Greece, Turkey and Belgium teams pay well.

PROGRESSIVE SPORTS MANAGEMENT

Tom McCarthy-Agent

"Progressive Sports Management, Inc. has been in business for twelve plus years. We are a full service Sports Management firm who prides itself on representing not only the best athletes in sports, but more importantly, the classiest people in sports.

PSM has been sending USA Olympic volleyball players overseas for over twelve years. We have sent athletes to more than seventeen foreign countries. Our volleyball client list includes, amongst others . . . Jeff Stork, Kim Oden, Doug Partie, Paula Weishoff, Scott Fortune, Tammy Liley, Bob Samuelson, Elaina Oden, Jeff Nygaard, Bev Oden, Brent Hilliard, Kristin Klein-Keefe, Liane Sato, etc.

PSM also represents professional athletes in other sports and is a full service, full time Sports Management firm with offices in Denver, Colorado and Los Angeles, California."

Courtesy of Progressive Sports Management

AGENT:	ALEC PETERS
Company:	AMG
Experience:	5 yrs.
Approx. # of clients in 1998-99:	20
Other Sports:	None
Avg. Pay Scale:	\$8,000-\$250,000 a season
Percentage:	10%
Bonuses:	Flat, car, plane tickets
Difference in Pay:	Ability, country
Countries which generally pay more:	Japan, Brazil/Italy

ADVICE FROM AGENTS

ADVICE FOR AMERICAN MEN AND WOMEN GRADUATING FROM COLLEGE WHO HAVE THE DESIRE TO PLAY VOLLEYBALL INTERNATIONALLY:

TIM KELLY-BRING IT PROMOTIONS

- * Figure out what is important to you (money, good level, certain country)
- * Call me
- * It can be a nightmare or a great time. It depends what you put into it. Many come into it as primadonnas and think it is going to be easy and they will be superstars and that it is really organized. I try to make sure they understand that it is a fairy tale and is a lot different than they would expect. People do not realize how different life in Europe can be and that is what creates the culture shock and the homesickness. I am trying to figure out how to curb that as much as possible for people so that they can assimilate easily and quickly and the teams and players can be happy.

ALEC PETERS-AMG

- * First, make sure you are willing to be far from home with no friends and (you may) not like your teammates and coach. You will be homesick and may not get paid. If you still want to do it, then contact an agent.

ANDRIS (ANDY) INVEISS-SPORTSNET INTERNATIONAL

- * Get international recognition through competition via the U.S. National Team. Historically, the highest paid professional players in the world have all come from national teams throughout the world. These players have gained their notoriety through FIVB international competitions which are a higher level of competition than any of the professional leagues in the world. If a player does not have the skill level or desire to play on the national team, then they need to obtain a video of one of their matches during their last year of University eligibility. This video along with personal characteristics such as height, weight, jump and past experience needs to be circulated among potentially interested teams and/or other foreign agents.
- * If a team is interested in a player after observing the video, then the player needs to be available for a tryout at which time the team would make any final determinations on whether the skill level and personality is what they need to be competitive for the next season. Experienced agents have developed contacts over the years with many different teams and foreign agents who trust their opinion as to an athlete's skill level. This may open the door for a tryout quicker than if an athlete were to send video and resume on their own.
- * Any athlete interested in playing after their university career needs to develop into a multidimensional player rather than a unidimensional player. The best players, and most sought after players have more than one good skill.
- * Furthermore, if you are serious about playing overseas, I suggest the player take some classes in foreign language. This will open up many player's eyes as to cultural differences that exist between the United States and other foreign countries.

T.P. MCCABE-VB SPORTS MANAGEMENT

- * Contact USA Volleyball and get the names of respectable agents-speak with them about their players currently, contacts overseas, percentages they charge. Put together 10-15 minute tape and resume (physical information and awards).

SPECIFIC THINGS AMERICANS SHOULD KNOW ABOUT AN AGENT OR A CONTRACT BEFORE THEY SIGN:

ANDRIS (ANDY) INVEISS-SPORTSNET INTERNATIONAL

- * Players should seek an agent who is also a practicing attorney. If an agent is not a practicing attorney, make sure that an attorney familiar with contract law reviews any proposed contracts.
- * Make sure the attorney/agent has prior experience in negotiating foreign contracts. Ask how the attorney/agent plans on enforcing a contract if the team does not pay. Ask about the proposed team's history on paying its athletes and how the team has done competitively in the past. Find out the name of the team and if any Americans have played on the team in the past.
- * There are far too many agents who are concerned about collecting their fee and not the well being of the athlete. If the agent does not know the team's reputation or if the agent knows that the team has a bad history, this should be represented to the athlete for their consideration in making the determination to sign the contract. If the athlete still wants to give it a shot, at least they know that there is a possibility of payment problems.

TIM KELLY-BRING IT PROMOTIONS

- * Make sure they have helped all the people they claim and that they know what they are talking about. There is so little competition now that there are really only one or two people to go to (and that is if you are national team quality).

T.P. MCCABE-VB SPORTS MANAGEMENT

- * Percentage charged; clients they work with (mostly out of college, national team?), their relationship with teams overseas.

ALEC PETERS-AMG

- * Rates are usually the same, but what an agent will do for you varies greatly...Know who you are dealing with. Ask for references OTHER than clients. Like people at USAV.

SPECIFIC THINGS AMERICANS SHOULD KNOW OR DO BEFORE THEY ACTUALLY GET ON THE PLANE TO PLAY VOLLEYBALL INTERNATIONALLY:

TIM KELLY-BRING IT PROMOTIONS

- * Be ready for ANYTHING and EVERYTHING. Plan to learn the language of where you are going and be ready for different food, cultures, practice methods and drills, weird bureaucracy and customs, etc. Be ready to be very open and flexible and be ready to have the team count on you to help in every possible way.

T.P. MCCABE-VB SPORTS MANAGEMENT

- * Agent should take care of : visa, passport information; is someone from the team meeting you at the airport?; all team information (finish last year, sponsors, city, living accommodations, roster, etc.); Have your return tickets with you; Are you getting a car? Is your food paid for? How is the weather?

ALEC PETERS-AMG

- * Have a return ticket in hand.

MAJOR PROBLEMS YOU HAVE FACED WITH INTERNATIONAL TEAMS SINCE YOU HAVE BEEN AN AGENT:

ANDRIS (ANDY) INVEISS

- * The major problems I have incurred with international teams as an agent has been noncompliance with contractual terms. Some of these problems have been due to cultural differences as to the definition of certain terms. Other problems regarding compensation may arise based on the team's budget being determined by sponsor dollars. If the main sponsor of the team decides not to pay any further money to the team during the middle of the season, this will directly effect the player's ability to receive his or her salary for the remainder of the season. Furthermore, if there is a significant fluctuation in the exchange rate between dollars and the foreign currency, the team may no longer be able to afford to pay the layer the promised amount if the contract has been drafted in terms of dollars.

TIM KELLY-BRING IT PROMOTIONS

- * Not paying the players on time or at all; Not delivering all the perks that are promised; Having terrible coaches or management; Not paying fees on time or at all; There really are too many to even name. . . a team always promises a certain amount of money with a NICE apartment and a car, etc. Then when the player gets there they have no phone, the car is 2-10 weeks late and not the type promised. The apartment will not be totally furnished or the team won't be as good as promised. There are so many problems that can happen I can't even begin to list them all.

T.P. MCCABE-VB SPORTS MANAGEMENT

- * Nonpayment! Usually happens with less notable players and teams. However, just about every-one experiences this; problems with accommodations. Everything is slow to happen.

ALEC PETERS-AMG

- * Not getting paid by teams. Teams have no morals generally and are usually not able to fulfill their obligations.

MAJOR PROBLEMS YOU HAVE FACED WITH INTERNATIONAL PLAYERS SINCE YOU HAVE BEEN AN AGENT:

ANDRIS (ANDY) INVEISS

- * The major problems I have faced with players is that there are cultural differences between the U.S. and the rest of the world. If a player goes to another country, he or she is the guest of that country and cannot impose his or her cultural beliefs on the team. The player must adapt to the foreign country's cultural differences by attempting to speak their language, eating their foods, and participating in their social activities. Players who are extraverted generally have a much better experience than players who are introverted.
- * The other problem that generally arises is three to four weeks after arrival on the foreign team, U.S. players get homesick. This is a natural phenomena because most individuals do not leave their place of residence for more than two weeks at a time. It can get quite lonely if you are playing in a smalltown where hardly anyone speaks English, you have no friends, and you have no McDonalds. This is another reason why extroverted individuals who quickly develop friends have an easier time to adapt to the cultural differences.
- * Finally, many American players put a higher value on their skill level than actually exists. A U.S. athlete's skill level has to be compared to the international market not simply the U.S. market. Just because an individual is an All-American or asked to try out on the U.S. National Team, does not

make this individual more valuable in the foreign professional market. These players are competing against the best players in the world. You need to remember that volleyball is the second most popular participant sport in the world and there are many good athletes that are competing for these professional positions.

TIM KELLY-BRING IT PROMOTIONS

- * Players getting fired for drug use and dealing; Players showing up and making too many demands that had nothing to do with their contract; Players calling with ridiculous complaints that I should not have to deal with (shower leaking, no car antenna, not enough bowls in kitchen, car isn't diesel and they want diesel, don't like a certain drill, etc.); Players not liking being away from home and wanting to go home early; Players missing flights out or not having a passport.

T.P. MCCABE-VB SPORTS MANAGEMENT

- * Players who want too much--greedy! Players who get homesick and leave a team in the middle of the season. Players who expect it to be like the USA; players who go with anyone that can get a job-no loyalty.

ALEC PETERS-AMG

- * Players do not know what it means to be a professional. They get homesick. They do not like their coaches. They leave jobs to come home.

COMMENTS:

ALEC PETERS-AMG

- * Playing overseas is only recommended for players who are TOTALLY serious and willing to put up with a lot of crap. With the new pro women's league in the U.S.A., I don't see the need to play overseas once that league starts in 2000.

PAST PLAYER QUOTES

For players interested in playing volleyball internationally, it is their responsibility to find out information on their own. There is nothing in print of the magnitude of a guidebook or manual that can be of use to them. There have been single stories in the volleyball magazines over the years, but never a study or pamphlet published for people to help them make their decisions about life and volleyball in another country. Many of the stories and quotes from the magazines are compiled and included in this section of the guidebook. Special thanks to *Volleyball Magazine* for the use of the quotes and stories from their magazine

POSITIVE EXPERIENCES

- “After two Olympics, I chose to experience a different culture, a new language, and new challenges. This season I chose to play in Greece...It has been a positive experience, with many advantages besides the money. After a frustrating Italian season last year, the winning here has been wonderful.”
- “... Ancona is a good fit. She gets along with her teammates, gets along with the fans.”

FACILITIES

- “The Ancona arena isn’t much to look at from the outside. It could be any old building in any old city. Inside, it’s like a big high school gym.”

MEDICAL/INJURIES

- “Ankle sprains sometimes go under the knife in Ancona. It happened to one of Tara’s teammates. ‘We heard that the doctor likes to do surgery,’ explains Tara. ‘Anything that’s hurt. Oh, you need surgery.’”
- “Treatment and rehabilitation of minor injuries is not a big part of the medical program in Italy. When Tara sprained her ankle, they let her rest until she could walk. The doctor asked her to jump. She got about two inches off the ground.’ Okay,’ he said. ‘You can play.’”

EXPECTATIONS/LEVEL OF PLAY

- “Tara is ticking off the list of things she is asked to do during matches. Hit the majority of the sets, pass almost half the floor, dig left back and most of the middle back and, sometimes, block in the middle...It can be too much. Last season, being the only international-caliber player on Milan, Tee Williams got all the sets and eventually burned out her shoulder. She ended up having surgery and missing most of this season.”

- “An Italian player shanks a pass: Tara bolts across the court to chase it down, and everybody looks at her, amazed. ‘Ohhh. Bravo, Tara,’ they say. They’re not used to seeing that kind of effort. To her, it’s just the way you play. ‘It’s frustrating...’ says Tara...As for her own teammates, they can’t believe what good shape she’s in. One time in the weight room a player poked her butt and said, ‘Oh, Tara. Hard. Feel mine. Soft. Like bread.’”
- “I have been disappointed in the training standards. Many players hold other jobs outside of volleyball and are not paid a ton of money...When I say we practice two hours I only mean elapsed time. Part of that includes stretching and then we play soccer 15 to 20 minutes. Once I was quoted in the newspaper about soccer cutting into our two hours of practice and my teammates were angry with me because they were afraid the ‘football’ time would be cut.”
- “We go right on the court, stretch for like five minutes, run two wind sprints, and then we’re hitting. (Laughs.) No way am I ready. And I’m not even a big stretcher.” said Rogers. “The setters weren’t any good. They couldn’t set the red (a quick to the outside), which is my best shot...I took it for granted than any setter could set ‘em.”

INTERNATIONAL VS. THE UNITED STATES

- “Any young player should strive to ultimately play for America in the Olympics. But today’s growth of volleyball worldwide has allowed players different means to make a living in the sport. Losing key players has led to a decline in the success of the U.S. program.”
- “...I’m worried about American professional sports...My perception of professional American athletes is that it’s very important to get the best deal you can. It’s important to make yourself noticeable and stand out. That side of it, when it gets in the way of team performance, bothers me quite a bit. And that’s not a problem here yet...American professional sports and Croatian sports are different, and I like the style here...It’s a good, positive morale.”

MONEY PROBLEMS

- “...working for a foreign employer has its trials. Don’t ever take it for granted you will be paid on time. That was true in Italy, where last year my coach had a fist fight with the owner trying to get pay for his players. I even now of a case where a small club team stole back the car it had loaned to a foreign player - after it failed to pay that player...They say the only way to receive money from a Greek businessman is to constantly yell and threaten consequences.”
- “The first month was great,” she says. “Then it got gradually worse.” After the first month, the checks stopped coming, and the excuses kept growing. One morning she went out to her car, which was part of her contract, to drive to an other meeting about getting paid. It was gone, “stolen back by the club. Then the

directors came to us and said we weren't getting paid because we were losing," Oden says. A better reason came out in the local newspaper: The owner of the club was arrested for embezzling \$5 million. "I finally left in mid-season," Oden says. "The ones who stayed through the season never got paid."

CULTURAL DIFFERENCES

- "In general, she (Tara Cross-Battle) gets the feeling many Italians think women and Americans aren't too bright."
- This is the first thing you learn when you're an American volleyball player in Italy. Things are slower, more easy going, more worry-about-it-tomorrow...It's hard to go full speed when everybody else is in slow motion, American players must learn to adapt."
- "I find this clash of standards with my American culture quite frustrating."
- "Keba (Phipps) has told her (Tara Cross-Battle) that in Matera the fans get so upset when they lose a home game that she sometimes doesn't leave the house because she's afraid she'll get mobbed."
- "The first couple of days I was kind of like a lost puppy in practice, just following people around and trying to get to know the city and trying to get adjusted."
- "...So I go over to his palace (Prince Khalid, owner of the team), which is just sick. Thirty rooms, indoor pool, three kitchens, everything marble layered with gold...sick. Every time I move, there was a servant right there waiting on me. I can't believe I'm in a prince's house. I ask him if this ever gets old, and he says, 'you know, sometimes it does because every time I move someone wants to help me.'"
- "You really get to learn about people and what they're made of and who they are. It's hard not to live their lifestyle. You can fight it as much as you want and try to get 10 things done in a day, but you just can't get them done. So you have a nice two hour lunch. And you take a nap. And you go for a walk in the afternoon. You just learn how to live their lifestyle ..And it's not bad, really. It's a lot less stressful than the lifestyle we're used to."
- "Well, they're not very punctual, so you have to be really patient. It's their culture, but some people don't show up at practice and you ask the coach where they are, and he doesn't know! It's way different from the national team, where it's like, be here at this time, or you're fined. It's all laid back here."
- "We have had some bad luck with...guys having to go into the army. Tomorrow, two of my players report to the army for the first day. Every male enlists in the Croatian army for one year. There's a sports program for soldiers, and they live in the barracks, but they can train with the team."

SOCIAL LIFE

- “The night life here is incredible. We don’t eat until like nine o’clock. And after Italians eat, they sit and talk forever! But as an athlete you kind of want to have a better sleeping schedule, so I’ve been trying to go to bed by 11. That’s really early, considering the discos don’t even open up ‘til 12.”

LANGUAGE DIFFERENCES

- “‘Most of the people are pretty nice’, Tara says. ‘If you try to speak the language they’ll kind of speak it through with you.’”
- “‘I’ve been playing with the same people, the same coach ... for so long I kind of got into that routine, and all of a sudden not only is it different people, but I can’t really speak to too many of the guys. There’s a few guys that speak a little bit of English, but as far as the coaches go they don’t speak a lick.’”
- “‘Before I left I was very, very concerned about the communication. As it turns out, all the players and all my staff understand English and can communicate to varying levels.’”

AGENTS

- “‘With many top volleyball athletes making a comfortable living, the task of managing careers, negotiating contracts and soliciting individual sponsorships has become overwhelming.’”
- “‘We are not agents at P.W. Sports,’ said Berger, ‘We are managers and sport marketers. The difference between the two is simple. Agents negotiate playing deals for athletes. They may negotiate sponsorships, but most of these situations are presented rather than sought after. ‘Managers develop careers. They negotiate playing contracts, seek and develop marketing opportunities, coordinate media appearances and exhibitions, create marketing and licensing opportunities, consult on business decisions, assist on accounting procedures and advise on correct avenues to take on investments. Managers calculate each step and move made.’”
- “‘What an agent can do for a player in Europe can be substantial,’ said Inveiss. ‘I can help with my European connections that I have established over the years. I know which teams are reputable, which teams can afford to pay athletes, which teams have bad track records, salary caps-those are the things players probably don’t know. ‘The athletes themselves are clueless on what it can be like living in a foreign country. If they don’t produce, they get slammed in the press and by the coaches because they have to justify the salaries they’re getting. An agent can help prepare the athletes for what’s ahead.’”

RESULT OF 1996 OLYMPICS

- “U.S. agents representing volleyball players were finding contracts harder to come by in the aftermath of the disappointing American showing in Atlanta.
- ‘The world market value isn’t even close to what was anticipated based on what happened at the Olympics,’ says Tom McCarthy, who represents players on the U.S. men’s and women’s teams.
- ‘Players from Bulgaria and Yugoslavia will sign for a box of chocolates. And they finished better in the Olympics than the U.S.’”

INTERNATIONAL TRAVEL

GENERAL ETIQUETTE

10 PROTOCOL RULES ON SOCIAL INTERACTION TO KEEP IN MIND:

1. Be patient when building trust in establishing relationships. Other countries take much longer than Americans and observe a greater formality than we do.
2. It is courteous to ALWAYS stand when you are introduced to another human being-no matter the culture.
3. Research data such as population, ethnic and religious composition, official languages, geography, especially the capital and major cities, their government structure, national leaders and political parties. Not only will you appear informed but you will be complimented because you took the time to learn something about them.
4. Conversation should avoid all sensitive subjects including religion and politics. The pride that one has in ones culture and tradition are safe topics.
5. Slow down your speech and don't raise your voice because you think they cannot understand you. Often people talk louder to be understood. Volume doesn't usually increase comprehension. People with foreign accents are not necessarily hard of hearing.
6. Even though most people around the world speak English, it's often difficult to understand Americans when they use slang, buzz words, idioms, jargon, and lingo. Eliminate phrases like "It's raining cats and dogs".
7. If interpreters are used, they should meet with the person they are interpreting for in advance to learn their language patterns, any special terminology and numbers which could change the whole dimension of things. Remember, interpreters are not translators, so the terms should not be confused. There is an entire protocol regarding the use of interpreters-where they stand, sit, etc.
8. Non-verbal interaction cues are extremely important. "Yes" or an affirmative nod often means "yes I hear you" in Asian cultures, not "yes I agree". By looking at the interaction through American eyes, you might think you just closed the deal of the century. You must understand that by avoiding the word "no", some Asians believe they can avoid creating any disharmony and harmony is a cherished value in this culture.
9. Never slap someone's back, the "good old Joe" American routine. Touching and rules of social distance etiquette vary in other cultures.
10. "Protocol is the lubricant that allows two or more moving parts to come together without friction."

Sherri Ferris, President, Protocol International
<http://www.drcomputer.com/protocol/etiquett.htm>
 Global Village Etiquette
 How to avoid offending international guests

CHECKLIST FOR INTERNATIONAL TRAVELERS

- * Purchase a Travel Guide about the country to where you are traveling. Guides such as Frommers or Badekers will give you great insight about the country's history, etiquette, transportation, weather, etc. A Travel Guide will also provide you with the address and telephone number to the nearest U.S. Embassy if you need their assistance.
- * Bring a valid passport, Visa (if necessary), drivers license and airline ticket. You should also have
a credit card with Visa, Mastercard or American Express for emergency situations.
- * Make two copies of the front (picture) page of your passport. Forward one copy to your agent and place the other copy in your luggage.
- * Set up a calling card number with a relative or friend and charge to this number whenever you call from the foreign country. If you call directly, the cost may be very high.
- * Establish an e-mail address and bring along a laptop computer.
- * The foreign exchange rates vary. Call the local American Express travel office, or any bank that exchanges foreign currency, to determine the exchange rate of the dollar in the country you will be living. You can also access current exchange rates on the web site www.x-rates.com. Make a list starting with \$1 and proceed in increments of \$5 to \$100 USD. You will find this quick reference very helpful until you become accustomed to the value of the foreign currency. It also helpful to carry a pocket calculator to help convert dollars.
- * Exchange a couple hundred dollars into foreign currency at the airport before your departure so that upon arrival, you have some foreign cash in your pocket. Money can be exchanged at any international airport after you enter into the international terminal.
- * Keep a checking account open in the United states, preferably with one of the larger banks that do international transactions. Bring along your account number and routing number to wire money back to your account. Any money you do not use for living expenses, should be wired to your U.S. account to avoid potential exchange rate fluctuations.
- * Review Customs Information concerning regulations and procedures governing items that may be brought into the country you're traveling to. For current information concerning entry and customs requirements travelers can contact the Embassy or the nearest consulate of the country they are traveling to. Phone numbers and addresses of Embassies or consulates can be found in the State Department's Consular Information Sheets.
- * If you are planning on taking a lot of luggage, you should contact the airlines to determine if there is a charge for additional luggage. You may be better off to wait and have some of your personal possessions shipped to your destination.
- * Check U.S. Customs regulations on what can be brought home.
- * Check seasonal weather conditions in the countries being visited. In Europe, an all-weather coat is a must; one with a removable liner is the best.
- * If you wear eye glasses or contact lenses, bring along an extra set. Also bring along your prescription in case new contacts or glasses have to be ordered.

- * Bring along any necessary prescription and/or over the counter medications for flus/colds/indigestion and headaches. Also bring along deodorant, floss, toothpaste, and toilet paper. You do not want to spend your time searching for medications and hygienic products upon your arrival.
- * Review the foreign country's temperature ranges and become familiar with the metric system. Pack appropriate clothing for the cold, heat and rain such as gloves, scarves, coats, rain gear, umbrellas and sweaters.
- * Bring: a blow dryer, alarm clock, maps, pocket size dictionary of the language that will be spoken, language tapes and headset.
- * Bring along items to help with the boredom such as books, magazines, tapes, CD's, and a walk-man. Small 3" speakers can be obtained at a minimum cost that will plug into cassette players.
- * Electrical current (a transformer or plug adapter may be needed to use electrical appliances).
- * Bring extra practice clothes and shoes which are comfortable.
- * Bring sheets (for a double or queen size bed), pillow cases and a couple of towels. You may also want to bring a pillow.
- * Research cultural differences. Find out tipping protocol.
- * Leave well rested, avoid alcohol and caffeine in flight, drink lots of water, and change your watch to the destination time before landing. Try to get some fresh air and exercise the day you arrive and, if possible, stay up until 10:00 PM. This will prepare you for a good nights' rest and facilitate your adjustment to the new time zone.

RESOURCES PROVIDED BY THE US STATE DEPARTMENT BUREAU OF CONSULAR AFFAIRS

- * Consular Information Sheets: Published by the U.S. State Department available for every country of the world. Information includes the following:
 - Location of the U.S. Embassy or Consulate
 - Unusual immigration practices
 - Health conditions
 - Minor political disturbances
 - Unusual currency
 - Entry regulations
 - Crime and security information
 - Drug penalties
 - Areas of Instability
 - (unstable condition exists, but not severe enough to warrant a Travel Warning)
- * Travel Warnings: Issued when the State Department decides, based on all relevant information, to recommend that Americans avoid travel to a certain country. Countries where avoidance of travel is recommended will have Travel Warnings as well as Consular Information Sheets.
- * Public Announcements: A means to disseminate information about terrorist threats and other relatively short-term and/or trans-national conditions posing significant risks to the security of American travelers. They are made any time there is a perceived threat and usually have Americans as a particular target group. In the past, Public Announcements have been issued to deal with short-term coups, bomb threats to airlines, violence by terrorists and anniversary dates of specific terrorist events.

IMPORTANT PHONE NUMBERS

OVERSEAS CITIZENS SERVICES

Death of an American citizen abroad
202-647-5225
Arrest/detention of an American citizen abroad
202-647-5225
Robbery of an American citizen abroad
202-647-5225
American citizens missing abroad
202-647-5225
Crisis abroad involving American citizens
202-647-5225
After-hours number for an emergency involving
202-647-5225
an American citizen abroad

OFFICE OF CHILDREN'S ISSUES

International parental child abduction
202-736-7000
International adoptions
202-736-7000
Recorded information on custody and adoptions
202-736-7000

VISA SERVICES

Inquiries about visa case/application process
202-663-1225
Immigrant visa cut-off dates
202-663-1541
National Visa Center (Immigrant visa inquiries)
603-334-0700

PASSPORT SERVICES

Inquiries about the passport application process,
1-900-225-5674
Status of an application or an emergency passport
TDD: 1-900-225-7778
For Credit Card Callers
1-888-362-8668
TDD: 1-888-498-3648
Passport Office of Policy and Advisory Services
202-955-0232
(Validation of passports for travel to Libya and Iraq;
issuance and denial of passports to minors in certain
circumstances such as adoptions or abductions)

http://travel.state.gov/phone_faq.html

**DEPARTMENT OF STATE
BUREAU OF CONSULAR AFFAIRS
FREQUENTLY ASKED QUESTIONS
PASSPORTS & CITIZENSHIP DOCUMENTS**

The following is an abbreviated version of "Frequently asked questions on passports and citizenship documents. The entire list can be found at the internet site <http://travel.state.gov/ppt.html>:

- Q:** Where do I get a passport application?
A: At any regional passport agency or a designated Post Office or Clerk of Court. You may also check your local telephone directory for locations. Look for Passport Services under the Department of State listing in the Federal Government blue pages of the directory.
- Q:** I am traveling very soon. How do I get a passport in a hurry?
A: Expedited passport processing service is available. There is a \$35 fee per passport for expedited processing. This includes ALL passport services including issuance, amendment, extension of validity and adding visa pages. You are eligible to use expedited processing if you are leaving in LESS THAN TEN DAYS, or, if you are leaving in TWO TO THREE WEEKS AND REQUIRE FOREIGN VISAS. You must document your imminent departure by presenting plane tickets, itinerary, or confirmed reservations. There is also expedited service available for passport renewal by mail. Expedited passport renewals by mail must include all items required to apply for your passport by mail, the \$35 expedite fee and proof of your imminent departure. Clearly mark the envelope EXPEDITE. Expedited passports are processed within three working days of receipt by the passport agency. If you would like overnight or express delivery, payment for this service should also be included with the other items.
- Q:** How do I renew my passport?
A: You must meet certain criteria to be able to renew your passport by mail:
1. You can submit your most recent passport.
 2. You were at least 16 years old when your most recent passport was issued.
 3. Your most recent passport was issued less than 12 years ago.
 4. You have the same name as on your most recent passport, or you have had your name changed by marriage or court order and you can submit proper documentation to reflect your name change.
- If you do NOT meet ALL of these criteria or if your previous passport was lost or stolen, you MUST apply IN PERSON using Form DSP-11. Send your most recent passport, \$40.00 payment, 2 photos and a completed Form DSP-82 to the National Passport Center. The address is on the back of the Form DSP-82, along with detailed instructions.
- Q:** I was recently married/divorced. How do I change my name on my passport?
A: You will need to complete Form DSP-19, Passport Amendment/Validation Application and send it along with certified documentation of your name change and your current, valid passport to the nearest passport agency. Your documentation will be returned to you with your amended passport. There is no fee for this service unless you require expedited service.
- Q:** My passport was lost/stolen. How do I report it?
A: You report a lost or stolen passport when you apply for the new one.
- Q:** I'm renewing my passport. Do I get the old one back?
A: Yes, we return the old, canceled passport to you. It is a good idea to keep it in a safe place as it is considered proof of your U.S. citizenship.

COUNTRY CODES AND IDD (INTERNATIONAL DIRECT DIALING) PREFIXES

Country Code: The Country code should be used when dialing TO that particular country FROM another country. In some cases you will also need to dial a city or area code.

IDD Prefix: The IDD prefix is the access code that you dial to make a call From that country TO another country. This is followed by the country code for the country you are calling (see above).

The IDD situation in many countries has been changing regularly.

International Dialing Codes					
Country	CC	IDD Prefix	Country	CC	IDD
FRANCE	33	00	ITALY	39	00
GERMANY	49	00	SWITZERLAND	41	00

Examples:

- * Calling Switzerland phone number 13 63 79 30 from the US: Dial 011 (U.S. IDD Prefix) 41(Switzerland Country Code) 13 63 79 30 (actual number).
- * Calling U.S. phone number 775 784-4698 from France: Dial 00 (France IDD Prefix) 1 (U.S. country Code) 775 784-4698 (Actual number).

Countries where Americans have played volleyball Internationally:

Country	CC	IDD Prefix			
Austria	43	00	Netherlands	31	00
Belgium	32	00	Norway	47	00
Brazil	55	00	Portugal	351	00
Colombia	57	90	Puerto Rico	787*	1
Croatia	385	00	Qatar	974	0
Finland	358	00, 990, 994, 999	Saudi Arabia	966	00
France	33	00	Slovak Republic	421	00
Germany	49	00	Slovenia	386	00
Greece	30	00	Spain	34	07~
Hong Kong	852	001	Sweden	46	009
Iceland	354	00	Switzerland	41	00
Italy	39	00	Turkey	90	00
Japan	81	001	United States of America	1	011

Notes:

- * From U.S. and Canada: dial 1 + code + phone number.
- From other countries: dial IDD + 1 + code + phone number.

** Use 95 to dial U.S./Canada/Caribbean; country code not needed. ~Await a second tone at this stage.

Source: <http://kropla.com/dialcode.html>

IMAGE EVALUATION TEST TARGET (QA-3)

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Fax: 716/288-5989

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