

APPENDIX B \ COMPILATION OF SUMMARY TABLES

Below, for ease of reference, is a compilation of all of the tables summarizing the leagues' various policies and practices at the end of each Chapter of this Report. Explanatory footnotes and citations are included in the full Chapters. Note that Chapter 6: Eligibility Rules does not include a summary table.

Table 1-C:
Summary of Club Medical Personnel Policies and Practices

Do the Leagues' policies:	NFL	MLB	NBA	NHL	CFL	MLS
QUALITY OF MEDICAL CARE						
Require retention of doctors?	Yes	Yes	Yes	Yes	No	No
Require retention of athletic trainers?	Yes	Yes	Yes	Yes	Yes	No
Require sports-specific certification for doctors?	Yes	No	Yes	Yes	No	No
Set forth a standard of care?	Yes	No	No	Yes	No	Yes
DISCLOSURE AND PLAYER AUTONOMY						
Require medical staff to disclose communications with club to player?	Yes	No	No	No	No	No
Require club to pay for second opinion?	Yes	Yes	Yes	Yes	No	Yes
Provide club doctor right to determine a player's course of treatment?	No	No	Yes	Yes	No	Yes
Entitle players to surgeon of their choice?	Yes	No	No	Yes	No	No
Entitle players to medical records?	Yes	Yes	Yes	Yes	Yes	Yes
Require players to submit to physicals upon request?	Yes	Yes	Yes	No	Yes	Yes
CONFIDENTIALITY						
Permit non-medical club personnel to obtain and disclose player health information?	No	Yes	Yes	Yes	No	Yes
Require players to inform club of care by other medical professionals, regardless of payment source?	No	If baseball-related	Yes	No	No	No
CONFLICTS OF INTEREST						
Insulate club medical staff from influence by coaches and other club personnel?	No	No	No	No	No	No
Prohibit healthcare providers from paying for right to provide care?	Yes	Yes	Partially	Unknown	No	No

Table 2-L:
Comparison of Leagues' Regular Season Injury Statistics^a

	NFL	MLB	NBA	NHL	CFL	UEFA	MLS
Electronic Tracking System	Yes	Yes	Yes	Yes	No	N/A	Yes
Mean Injuries Per Season	1,511.0	1,516.6	369.8	728.0	N/A	N/A	N/A
Rate of Injuries Per Player-Season	0.69	0.93	0.88	0.85	N/A	N/A	N/A
Mean Concussions Per Season	160.0	18.0	9.0	93.0	57.0	N/A	N/A
Rate of Concussions Per Player-Season	0.073	0.016	0.019	0.108	N/A	N/A	N/A
Concussions As Percentage of Injuries	10.5%	1.8%	2.4%	12.8%	N/A	1.9%	N/A
Mean Injuries Per Game	5.90	0.45	0.16	0.59	N/A	0.53	N/A
Rate of Injury Per Player-Game	0.064	0.016	0.016	0.016	N/A	0.038	N/A
Regular Season Games Per Player-Injury	15.60	62.50	62.50	62.50	N/A	N/A	N/A
Most Common Injury/ Injured Body Part	Concussion	Upper leg (thigh)	Ankle Sprain	Head	N/A	Thigh	N/A
Concussions Per Game	0.625	0.007	0.007	0.067	0.704	0.010	N/A
Rate of Concussion Per Player-Game	0.00679	0.00026	0.00035	0.00180	0.00800	0.00072	N/A
Games Per Concussion Per Player	147.10	3,846.15	2,857.14	555.56	125.00	1,388.89	N/A

Table 2-M:
Comparison of Leagues' Injury Policies

	NFL	MLB	NBA	NHL	CFL	UEFA	MLS
Authorized to Disclose Injuries (Existence and Nature)	By waiver	Yes	Yes	Yes	No	N/A	Yes
Required to Disclose Existence of Injuries	Yes	No	Yes	Yes	No	N/A	Yes
Required to Disclose Nature of Injuries	Yes	No	Yes	No	No	N/A	Yes

^a We remind the reader that we use the data that we consider the most reliable—and generally the most recent—in order to provide the most accurate assessment of injury rates in sports today. We also remind the reader that our data is limited to regular season data.

Table 3-I:
Comparison of Leagues' Benefits

Benefit	NFL	MLB	NBA	NHL	CFL	MLS
Pension Plan	Yes	Yes	Yes	Yes	Yes	No
Pension Plan Vesting Requirement	3 years (post 1992)	1 day	3 years	1 day	9 games	N/A
Severance Plan	Yes	No	No	No	No	No
401k Plan	Yes	Yes	Yes	Yes	No	Yes
Other Deferred Compensation Plan	Yes	No	Yes	No	No	No
Health Insurance (Current Players)	Yes	Yes	Yes	Yes	Yes	Yes
Health Insurance (Former Players, other than COBRA)	5 years	For life potentially	For life potentially	For life potentially	No	No
Life Insurance	Yes	Yes	Yes	Yes	Yes	Yes
Dental Insurance	Yes	Yes	Yes	Yes	Maybe	Yes
Health Reimbursement Account	Yes	No	Yes	No	No	No
Long Term Care Insurance	Yes	No	Potentially	No	No	No
Wellness Benefits	Many	Some	Some	None	None	None
Disability Benefits (Current Players)	Yes	Yes	Yes	Yes	Maybe	Yes
Disability Benefits (Former Players)	Yes	Yes	No	No	No	No
Neurocognitive Disability Benefits	Yes	No	No	Only for current players	No	No
Workers' Compensation	Yes	Partial	Yes	Yes	Prohibited by law	Yes
Education-Related Benefits	Yes	No	Yes	Yes	No	For some players
Joint Health-Specific Committee(s)	Yes	Yes	Yes	Yes	Yes	Yes

Table 4-I:
Comparison of Leagues' PES Policies^b

Feature	NFL	MLB	NBA	NHL	CFL	MLS
Independent administration	Yes	Yes	Yes	Yes	Yes	Yes
Urine tests permitted	Yes	Yes	Yes	Yes	Yes	Yes
Blood tests permitted	Yes	Yes	Yes	No	Yes	No
Maximum number of annual tests for player without prior violation	24	No maximum	Nine	No maximum	No maximum	No maximum
Therapeutic Use Exemptions available	Yes	Yes	Yes	Yes	Yes	No
Treatment available	No	No	Yes	No	Yes	Yes
Safe harbor for self-referrals	No	No	No	No	Yes	No
Discipline for first violation	Two–Six games	80 games	25 games	20 games	Two games	League discretion
Discipline for second violation	Ten games	162 games	55 games	60 games	Nine games	League discretion
Discipline for third violation	Two years	Life	Two years (subject to reinstatement)	Two years	One year	League discretion
Discipline for fourth violation	NA	NA	NA	NA	Life	League discretion
Confidential violations	Until discipline	Until discipline	Until discipline	Until discipline	Until discipline	Until discipline
Neutral appeal rights	In part	Yes	Yes	Yes	Yes	No

^b For context, the NFL regular season is 16 games, the MLB regular season is 162 games, the NBA and NHL regular seasons are 82 games, the CFL regular season is 18 games, and the MLS regular season is 34 games.

Table 4-J:
Comparison of Leagues' Drugs of Abuse Policies

Feature	NFL	MLB	NBA	NHL	CFL	MLS
Independent administration	Yes	Yes	Yes	Yes	No Policy	Yes
Urine tests permitted	Yes	Yes	Yes	Yes	No Policy	Yes
Blood tests permitted	No	No	No	No	No Policy	No
Maximum number of annual tests for player without prior violation	One	No tests	Six	No tests	No Policy	No maximum
Therapeutic Use Exemptions available	Yes	Yes	Yes	No	No Policy	No
Treatment available	Yes	Yes	Yes	Yes	No Policy	Yes
Safe harbor for self-referrals	Yes	Maybe	Yes	Yes	No Policy	Yes
Discipline for first violation	None	None	No (Marijuana); One year for rookies only or two years (other drugs)	None	No Policy	Determined by Program Professionals evaluation
Discipline for second violation	Fine (Marijuana); Four games (other drugs)	15–25 games	\$25,000 fine (Marijuana); 2 years for rookies or self-referrals (other drugs)	Suspended during treatment	No Policy	League discretion
Discipline for third violation	4–6 games	50–75 games	Five games (Marijuana)	Minimum of six months	No Policy	League discretion
Discipline for fourth violation	10 games (Marijuana); One year (other drugs)	At least One year	Ten games (Marijuana)	Minimum of one year	No Policy	League discretion
Confidential violations	Yes	Yes	Yes	Yes	No Policy	Until discipline
Neutral appeal rights	Yes	Yes	Yes	Yes	No Policy	No

Table 5-J:
Comparisons of Leagues' Compensation Statistics and Policies

Benefit	NFL	MLB	NBA	NHL	CFL	MLS
Mean Annual Salary	\$2.7 million	\$4.25 million	\$6.9-8 million	\$2.89 million	\$80,000	\$290,246
Mean Career Length	5.0 years	5.6 years	4.8 years	5.6 years	3.2 years	3.2 years
Minimum Salary (2016)	\$450,000	\$507,500	\$543,471	\$575,000	\$52,000	\$62,500
Maximum Salary	No	No	Yes	Yes	No	No
Maximum Contract Length	No	No	Yes	Yes	No	No
Unrestricted Free Agency Rights	After four seasons	After six seasons	After five seasons for first round picks	Depends on age and experience	Upon expiration of rookie contract	28 years old and eight years of experience
Guaranteed Compensation	~ 44%	~ 100%	~ 90%	For injury and one-third or two-thirds of the player's salary	Almost none	For players 24 and older with 1+ years' experience
Salary Cap Type	Hard	Luxury Tax	Soft and Luxury Tax	Hard	Hard	Soft
Guaranteed Share of Revenue	Yes	No	Yes	Yes	No	No