

2025 KOVO Women's Foreign Player Tryout Guideline (2025.1.10.)

1. Summary

Subject	Guideline
Date	○ 2025, May 6(Tue) ~ May 9(Fri)
Qualification	○ Nationality/Age/Position : No limitation
Location	○ Istanbul, Turkiye - Gym : Bahçelievler Şehit Mustafa Özel Spor Kompleksi - Hotel 1) Event Official : ELITE WORLD BASKIN EKSPRES 2) Invited Players : Ibis Styles Hotel
Number of Participants	○ Max of 40 players + Foreign players from 24-25 season who wish to apply. (Max. 47 players)
Selection of Invitees	○ All clubs submit a list of 50 players to KOVO ○ Players ranked in the Top 40 are invited. "Two" players requested by each club are invited regardless of his overall ranking ○ If the invited players do not participate in the Tryouts, new participants may be invited ○ Penalty for rejecting invitation: The player is prohibited to apply for 3 years including this year. - Affected Years: (Ineligible) 2025, 2026, 2027 / (Eligible) 2028 ○ Penalty for Contract Cancellation after Final Selection through draft - The agent is prohibited from participating in the following year's Foreign player tryout and Asia quota draft. - Affected Years: (Ineligible) 2026 / (Eligible) 2025, 2027
Number of Players per Club	○ 1 player per club

2. Condition of Contract

Subject		Guideline
Contract Period		<ul style="list-style-type: none"> ○ Contract Period : From day of contract signing until May 31, 2026 ○ Base Salary Payment Period : August~March (8 Months) <ul style="list-style-type: none"> ※ Payment for participation in post season and KOVO hosted competitions(Top Match, etc.) are included in the base salary ○ If player participates in international competitions(hoted by AVC, FIVB, etc.), the player will be compensated for the period joined with the club during April and May by the number of days in regards to the base salary. <ul style="list-style-type: none"> ※ If the club does not participate in international competitions, the end of the contract period is the last day of KOVO hosted matches.
Salary	Draft Selected Players (7 players)	<ul style="list-style-type: none"> ○ 1st Year (New) : USD 250,000 (Tax included, GROSS) <ul style="list-style-type: none"> ※ Payment Method : Base salary and Compensation for Maintaining Contract divided [Base salary \$200,000 ÷ 8 Months, monthly wage(\$25,000) + Compensation for Maintaining Contract (\$25,000 × 2times)] ○ 2nd Year and more (Renewal of contract with the same or different club): USD 300,000 (Tax included, GROSS) <ul style="list-style-type: none"> ※ Payment Method : Base salary and Compensation for Maintaining Contract divided [Base salary \$240,000 ÷ 8 Months, monthly wage(\$30,000) + Compensation for Maintaining Contract (\$30,000 × 2times)] ○ Compensation for Maintaining Contract : Given if contract is maintained throughout the whole period of 1~3 Round and 4~6 Round ○ Players are responsible for taxes
	Replacement Players	<ul style="list-style-type: none"> ○ Salary for Replacement Players : Salary is calculated by dividing the base salary(\$200,000) by 8 months and multiplying by the remaining months. Base salary can be given up to 150% but may not exceed the initial amount (\$200,000) ○ If the contract period with the replacement player includes the entire period of 1~3 Round and/or 4~6 Round, compensation for maintaining contract should be given at same standards as drafted players (\$25,000) ex) if the player is replaced during 2nd Round, the replacement player is given compensation for 4~6 Round (\$25,000), but not for 1~3 Round ○ Players are responsible for taxes
Option	Bonus	<ul style="list-style-type: none"> ○ Post-Season Champion : USD 10,000 (Tax included, Gross)

		○ Post-Season Runner-up : USD 5,000 (Tax included, Gross)
	Per win	○ Bonus per win : USD 300 ~ 1,000(Tax included, Gross) per winning game decided by club (Applicable only to V-League)
	Provided Details	○ Round-trip flight ticket(player 1 trip, family/friend 1 trip(up to 2 tickets), total 3 tickets max.), Housing ※ If additional flight tickets are required due to the club participating in an international competition(AVC, FIVB, etc. hosted), additional round-trip flight tickets may be provided.
	Other	○ Additional payments other than the salary and options(bonuses) stated on the contract are prohibited ○ If opening a foreign currency account is not possible, payment can be made to a KRW account
	Joining Date	○ From August 1 st , 2025 until the end of the contract period ○ Players may join after August 1 st due to national team schedule or if agreed upon with the club However, if joining the club is delayed due to personal issues that the club has not agreed upon, the club may deduct the total amount of income by the number of days the player is late to join the club ○ If the club requires the player to join the club before August 1 st for the purpose of "overseas training camp" or "medical test," the club must notify KOVO and may enter the player within 1 week(July25 th and after) if agreed upon with the player. However, additional compensation for joining the club early may not be made. ○ Penalty : If a club enters a player for any other purpose except overseas training camp or medical test, the player will not be allowed to play for the number of matches equivalent to the number of days entered early (e.g. Player enters July 28 th = 4 days early entrance = Player cannot play the first 4 matches of 25-26 season) ○ Method of checking entry date : When registering player for 25-26 season, clubs must submit a copy of the players passport(page indicating the date of entrance)
	Medical Test	○ Medical Test by a doctor designated by the club after joining the club ○ The club may terminate the contract if player fails to receive clearance from the medical test
	Renewal of Contract	○ No limits on the number of times of renewing a contract ○ Players renewing the contract for more than two years receive the second year salary ○ Other terms of the contract is applied by the foreign player regulation of the corresponding year

Replacement Player	<ul style="list-style-type: none"> ○ All applicants are available for replacement players except players that were selected by a club, have refused KOVO's invitation to the tryout, have a false profile, or were defined as "lacking sincerity" during the tryout (No limits on the number of replacements before the start of the season / 2 replacements allowed during the season. However, if the player is unable to finish the league due to injury, circumstance, accident, etc. clubs may receive a chance for additional replacements if approved by the board) ○ Players, invited after the Top 40 selection, that are not able to participate in the tryout due to Visa issues, are included in the replacement player pool ○ If there is no available player in the replacement player pool, the club must continue the contract with the initial player
	<ul style="list-style-type: none"> ○ Draft player on transfer or loan <ul style="list-style-type: none"> - Player on loan : Player cannot be replaced(Player is affiliated with the club) - Transfer player : Player may be replaced

3. Preferential Right

Subject	Guideline
<p>Preferential Right (Renewal of Contract)</p>	<ul style="list-style-type: none"> ○ The original club has the preferential right to their player and to renew the contract, a contract signed by the club and the player must be submitted to KOVO a day before the 2025 draft(18:00, May 8, 2025) → KOVO notifies other clubs about the renewal of contract ○ The club that has decided to use their preferential right must draft their player at the draft ○ Clubs that have not used their preferential right may draft their original player by drawing order at the draft ○ Players may not refuse the preferential right of the club (If player refuses, player may not participate for 2 years including this year tryout)
<p>Players of 24-25 Season who wish to participate in 2025 Tryout</p>	<ul style="list-style-type: none"> ○ Players of 24-25 season who wish to participate in 2025 Draft must apply with KOVO's registration forms within 7 days after the end of the post-season championship ○ Participants cannot decline the offer if selected in the draft (Players must submit consent form with the above agreement when submitting application) If a player declines an offer, the player is prohibited from participating in the tryout for 2 seasons(including this year) ○ 24-25 season players who wish to participate in 2025 Tryout : Exempt from the practice games and a representative must be present at the Draft to confirm the contract if selected (The representative must bring copy of the contract signed by the player) ○ If a 24-25 season foreign player applies for the 2025 Asia Quota Tryout, 1st year salary will be applied (Foreign player and Asia Quota regulations applied separately)

4. Tryout Camp

Subject	Guideline			
Schedule	Date	Time	Event	Place
	6 May (Tue)	10:00~13:00	Medical Check / Body Measurements for Players	Gym
	7 May (Wed)	10:00~13:00	Practice Game Day 1	Gym
	8 May (Thu)	10:00~13:00	Practice Game Day 2	Gym
	※ Practice match schedule and method will be pre-organized and will be notified during the player orientation. However, the schedule and method may change due to coaches' requests			
Korean Players	○ Korean players will not attend (Practice setters will be invited)			
Regarding Attendance of the Tryout Camp	○ Penalty for not attending the Tryout Camp and documents : - If player cannot attend due to visa issues : the player is excluded from this year's tryout and from the replacement player pool / Submit proof of applying for visa and statement of reason *Players that are additionally invited and cannot attend due to visa issues because of late notice will be included in the replacement pool - If player cannot attend due to injury : the player is excluded from this year's tryout and from the replacement player pool / Submit medical diagnosis form and statement of reason - If player cannot attend due to current club or national team matches : the player is excluded from this year's tryout and from the replacement player pool / Submit game schedule and statement of reason * However, after submitting statement of reason and if all clubs agree, the player may attend at least 1 day of the Tryout Camp(6~8 May) and the player will be valid as a participant. If the player is not able to attend the draft, a representative with a pre-signed contract of the player must attend. - Rejection of invitation : if a player does not attend due to any other reason than above or without a valid reason, the player is excluded from the tryout for 3years including this year and removed from the replacement player pool			

Cut-off System	<ul style="list-style-type: none"> ○ To prevent clubs from pre-negotiating with players to deliberately hide their skills and do not show their upmost best skills during the tryout, if more than 3 clubs make an objection, a warning will first be given to the player. If the player does not see improvement, the player will be removed from the draft list and replacement player list.
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5. Draft

Subject	Guideline																
Date and Location	<ul style="list-style-type: none"> ○ Date : Fri, 9 May, 2025 / 11:00 ○ Location : ELITE WORLD BASKIN EKSPRES 																
Draw (Probability)	<ul style="list-style-type: none"> ○ 7 Teams (140 Beads) <table border="1" style="width: 100%; text-align: center; border-collapse: collapse;"> <thead> <tr> <th style="width: 12.5%;">Rank</th> <th style="width: 12.5%;">7th</th> <th style="width: 12.5%;">6th</th> <th style="width: 12.5%;">5th</th> <th style="width: 12.5%;">4th</th> <th style="width: 12.5%;">3rd</th> <th style="width: 12.5%;">2nd</th> <th style="width: 12.5%;">1st</th> </tr> </thead> <tbody> <tr> <td style="text-align: left;">Number of Beads</td> <td>35</td> <td>30</td> <td>25</td> <td>20</td> <td>15</td> <td>10</td> <td>5</td> </tr> </tbody> </table>	Rank	7 th	6 th	5 th	4 th	3 rd	2 nd	1 st	Number of Beads	35	30	25	20	15	10	5
Rank	7 th	6 th	5 th	4 th	3 rd	2 nd	1 st										
Number of Beads	35	30	25	20	15	10	5										
Method of Draw	<ul style="list-style-type: none"> ○ Draw of beads from all the clubs including clubs that have used their preferential right ○ After 3 clubs have been selected, draw of beads from the remaining 4 clubs 																
About Draft Event	<ul style="list-style-type: none"> ○ To reduce time, each club will select the color of the beads prior to the draft 																
About Contract	<ul style="list-style-type: none"> ○ Selected players and clubs sign on the player contract ○ The player or agent is held responsible for any penalties or transfer fees due to a dual contract by player with another club ○ Player may not refuse the contract after being selected by a club. - If player refuses, player may not participate for 3 years including this year tryout. - If player refuses, The agent is prohibited from participating in the following year's Foreign player tryout and Asia quota draft *However, an agent may engage in activities for a player under their management during the 25-26 season only when the player is renewing their contract with the same or different club. 																

6. Agent

Subject	Guideline
Mandatory	<ul style="list-style-type: none"> ○ International agent must have a partner agent who lives in Korea for domestic management of the player and better communication with clubs(When registering player, documents must indicate partner agent's name) ○ 30 players limit per 1 agency ○ Agent must be familiar with player's status such as drug abuse, illegal records, and serious injury which might lead to termination of contract ○ Agent must manage player's physical status until player joins the team ○ If player fails to meet any precedent conditions of the contract such as illegal acts of drugs/medication, or false entry of severe injury/surgery history, the agent fee is not given ○ Providing pickup and care services for players upon their arrival at the airport in Korea
Fee	<ul style="list-style-type: none"> ○ Agent fee <ul style="list-style-type: none"> 1) 1st Year (New) : 8% (NET) / Payment in three installments 2) 2nd Year and more (Renewal of contract with the same or different club) : 7% (NET) / Payment in three installments ○ Replacement Players <ul style="list-style-type: none"> 1) Same Agent : No additional fee from the club (Current contract clauses applied) 2) Different Agent : 8% of replacement player's salary(NET) ○ Payment Method (Example) <ul style="list-style-type: none"> 1) 1st Year (New): <ul style="list-style-type: none"> - (1st) 8%(NET) of the base salary (\$200,000), (2nd, 3rd) 8%(NET) of the contract maintenance fee (\$25,000), paid twice 2) 2nd Year and more (Renewal of contract with the same or different club): <ul style="list-style-type: none"> - (1st) 7% of the base salary (\$240,000), (2nd, 3rd) 7% of the contract maintenance fee (\$30,000), paid twice *2nd Payment: After the player completes Rounds 1–3 of the contract *3rd Payment: After the player completes Rounds 4–6 of the contract

<p>Submitted Material (Method of Submission)</p>	<ol style="list-style-type: none"> 1) KOVO DRAFT REGISTRATION FORM & Profile(KOVO form, player's Records of last two seasons must be attached with # of games/sets played, points, attack success rate, blocks, digs and any specified game records) 2) LIABILITY RELEASE AGREEMENT (KOVO form) 3) DISCLOSURE STATEMENT (KOVO form) 4) PHYSICAL EVALUATION (KOVO form) 5) LETTER OF AGREEMENT(2 Types) <ol style="list-style-type: none"> 5-① FA LETTER OF AGREEMENT(KOVO form) 5-② Letter from former club that proves player is free to sign with other club (requires signature of former club and player) or FIVB registration info via VIS with contractual period <ul style="list-style-type: none"> * If the above letter cannot be issued (ie. first Professional League), registration information from previous club or school should be submitted 6) Pre interview questions (Players need to answer) (KOVO form) 7) Video(3 Types) <ol style="list-style-type: none"> 7-① Two full-game videos in the last two seasons (should be high-quality to recognize player) <ul style="list-style-type: none"> - video must be filmed in recent 2 seasons - Youtube or Internet link is not allowed (Video must be filmed by player or former club) - Need description to clearly identify the player 7-② Highlight Video (Less than 3 minutes) 7-③ Self-commentary video that mentioning "I, (player's name) born on (date of birth) declare to apply for 2025 KOVO Tryout." 8) Profile Picture (jpg, jpeg, png file) 9) Agent's Acknowledgment of Responsibility (KOVO form) 10) POWER OF ATTORNEY (Player → Agent or original agent → Korean Agent) 11) If original agent entrust his/her right to Korean one, contract between original agent and player is required <p>○ 24-25 season KOVO players do not need to submit 2 types of video (7-①, 7-②)</p> <p>○ Players may not apply for both Foreign Player Tryout and Asia Quota Tryout</p> <p>○ How to apply : Upload on Webhard (To be notified to Agents) / Questions : KOVO Match Operating Team Park, Chul-Bum</p>
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Agent Eligibility and Restrictions	<ul style="list-style-type: none"> ○ Agent Eligibility : <ul style="list-style-type: none"> - Based on the FIVB Sports Regulations, player agent must obtain FIVB official agent license. Korean agent must have FIVB official agent license and be registered in Korean Volleyball Association ○ Restrictions : <ul style="list-style-type: none"> - Based on KOVO commissioner's authority, agent can be banned and his or her player will be disqualified for the tryout & draft as followed; <ul style="list-style-type: none"> · An agent creates disgraceful condition which is against FIVB/KOVO tryout guideline, or submit false information(profile, injury records, drug abuse, etc.) on players' registration for the tryout · An agent who has a history or causing trouble with KOVO or its clubs previously so that either KOVO would determine or one of its clubs would request to be banned
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7. Other

Subject	2023 Guideline
Club's Pre-inspection of Player	<ul style="list-style-type: none"> ○ Club may check a player prior to the tryout. However, club must inform KOVO and other clubs in the league ○ Club may only check player's techniques and may not make any contact with the player or agent(greetings, exchanging name cards, etc.) ○ Penalty for pre-contact with player : The club will be prohibited from having a foreign player this season
Provided Option	<ul style="list-style-type: none"> ○ Flight fee : Economy round trip ticket(purchased & sent from KOVO, price not to exceed 1.5mil KRW) <ul style="list-style-type: none"> - If the player does not take the flight after the ticket has been issued, KOVO may issue a cancellation fee to the agent or player ○ Accommodation and Meals ○ Regarding Transportation : Player or agent's responsibility for transportation between airport and hotel ○ Laundry is on player's expense

8. Schedule

Date	Subject	Other
31 Jan (Fri) ~ 19 Mar (Wed)	Registration Period	
20 Mar (Thu)	Announcement of Players	
21 Mar (Fri) ~ 27 Mar (Thu)	Invitees selection Period(KOVO)	
28 Mar (Fri)	Announcement of Invitees	
5 May (Wed)	Arrival of Clubs and Players / Orientation	Hotel
6 May (Tue) ~ 8 May (Thu)	(Day1) Medical Check (Day2 ~ 3) Practice Games	Gym
9 May (Fri) 11:00	Draft	Hotel
10 May (Sat)	Players Depart	
	Clubs Depart	(+1day) Arrive Korea

※ Schedule may change