

RULES OF PFIZER/DOW GOLF LEAGUE COMPETITION

(Revised 16APR2023)

Section I - Golf League Members

- (a) Anyone who works for or has worked for Pfizer or Dow in any capacity at any time who fulfills the dues obligation of the Golf League is eligible for play.
- (b) A member may join a team or remain unattached.
- (c) An unattached member may play “open” or as a substitute for any team.

Section II - Teams

- (a) A team shall consist of any group of members who agree to play together as a team.
- (b) The team roster shall be submitted to the Golf League President, Treasurer, and Scorer at the start of the season.
- (c) A member may join or leave a team at any time during the season. The name of a new player to a team must be submitted to the President, Treasurer, and Scorer at least a day before the new player can compete in a match and must have paid league dues - otherwise the match shall be forfeited.

Section III - League Competition

- (a) An individual match will consist of a nine-hole contest with the scoring based on the contestants' handicaps. Play for each evening will be on the nine, front or back, assigned by the course management. Play on the unassigned nine is permitted if allowed by the course.
- (b) A team match shall consist of four individual matches between players of opposing teams. The players shall be matched by handicap, the lowest against the lowest, second low against the second low, etc. See Sections V (d) and VII (c) for exception to this rule. If two players of a team have the same handicap, they may be played interchangeably. A player with no handicap shall be assigned a position in the line-up consistent with their expected ability.
- (c) Each individual contest shall be scored for both match and medal play. One point shall be awarded for a match victory and one point for a medal victory. One half-point shall be awarded for ties in either format. See Section III (d) for an exception to this rule.

- (d) When both opponents in the match are playing for the first time (no handicap), two (2) points will be awarded for match play (holes) only. No points are awarded for medal play (stroke).
- (e) For match play all matches will use the hole handicaps for determining the holes where strokes are awarded. Exception for match play: No player can give more than two strokes per hole and one stroke on any par three. Handicaps are also used to determine the winner for low net (medal play). If a male and female are playing in a match, the gender of the higher handicap player (the player receiving strokes) will be used for the hole handicaps.
- (f) The team with the highest number of points shall be the winner of the team match. The points won by the team shall consist of the total of the points won by each player of that team plus one additional point for the team with the lowest total net score (one half point for ties). Thus, a team could win a maximum of nine points.
- (g) The League will consist of one division, with 8 teams (subject to change based on league membership). Ideally, each team will play every other team at least twice. Under normal circumstances, an 8 team league will be 14 weeks long.
- (h) The season championship will be determined in a two round playoff of the top four teams in the standings. See Section III (j) for breaking ties for determining playoff teams and seeding. In the first round of playoffs, the first and fourth place teams, and the second and third place teams will play each other. The winners of this round will play each other for the championship.
- (i) The first playoff round will be a nine-hole match. The Championship match of the semi-final winners will be two nine-hole matches on two separate weeks. Up to 3 players may play both weeks. Each week will be treated the same as a normal weekly match including a point for total team net (total of 18 points between the 2 weeks combined). Handicaps will be updated after each round.

If circumstances don't allow for the Championship match to be played over 2 weeks, the league can decide to play a single 18 hole match. The 18 hole scores will be used to determine the points awarded for each individual match (i.e., it will not be broken up into two separate 9 hole matches). Handicaps for an 18 hole match shall be determined using the formula $2 * \text{index} * \text{slope} / 113 + \text{course rating} - \text{par}$ where slope and rating are based on the tees being played for each player.

- (j) In case of ties for first, second, third and fourth place, the ties will be broken by comparing the head-to-head records of the teams involved. The team with the most combined points in their two matches will be declared as

having the better record. If still tied, the team with the lowest combined team net scores for the two matches will be declared to have the better record. If still tied, a coin toss will be the determinant.

- (k) Only players who have played at least three competitive rounds during the current season are eligible to compete in the playoffs.
- (l) Handicaps will be updated using the playoff scores including those from an 18 hole final if that option is used (as two 9 hole scores) and will be calculated in the usual manner. (see Section IV)
- (m) In case of a tie in the nine-hole semifinal, the tie will be broken by the team with the better seed. In case of a tie in the two nine-hole finals (or 18 hole finals), the tie will be broken by the total net of all matches combined. If still tied, the team with the better seed will be declared the winner.
- (n) The first week of playoffs will follow the final week of the regular season. Since it will be initially scheduled to follow the two rain dates, if no rain dates are used, the actual date could be earlier than originally planned.

The 2 week finals will immediately follow the semi-final week. If an 18 hole format is used for the finals, the match will be scheduled for a date and time that is agreeable to both teams and must be completed by the Sunday prior to the night of the end of year banquet.

Section IV - Handicaps

- (a) We will use a modified USGA handicap system.
- (b) A player’s handicap index will be determined using the average of the best 4 differential scores out of the player’s last 8 rounds with exceptions outlined in this section. The index will then be used to calculate the player’s course handicap which will be used for their match.
- (c) A differential score for a round is calculated as,

$$(\text{ESC Gross Score} - \text{Rating}) * 113 / \text{Slope}$$

where rating and slope are dependent on the gender of the player and tees played for each round and the ESC Gross Score is described in part (d) of this section. The following table shows the ratings and slopes to be used:

<u>Tee</u>	<u>Male</u>	<u>Female</u>
Yellow	Rating 35.4 / Slope 134	Rating 38.6 / Slope 143
Green	Rating 34.7 / Slope 132	Rating 37.7 / Slope 139

Diamond*	Rating 33.5 / Slope 129	Rating 36.5 / Slope 133
White	Rating 32.5 / Slope 125	Rating 35.2 / Slope 127

* Diamond tees are labeled as “Green/White” on the scorecard.

- (d) The scores (except for the first round of a new player) will be adjusted according to the USGA’s Equitable Stroke Control (ESC):

<u>Nine Hole Handicap</u>	<u>Max # of Strokes Per Hole</u>
4 or less	6
5 through 9	7
10 through 14	8
15 through 19	9
20 through 30	10

Example: A player with a Nine Hole Handicap of 12 must adjust to a maximum number of 8 strokes that he/she can post for any hole, regardless of par.

- (e) A player’s course handicap is calculated as (rounded to the nearest whole number):

$$(\text{Index} * \text{Slope} / 113) + \text{Course Rating} - \text{Par}$$

- (f) Below is an example of how to calculate the handicap for a male player playing from the Diamond Tees. The method is the same if playing from the Green or White Tees but using the appropriate course rating and slope in the calculations.

For player XXX, the scores of their last 8 rounds are 47, 52, 51, 51, 54 which were played from the Green Tees and 51, 56, and 48 which were played from the Diamond Tees.

Calculate a Handicap Differential for each score as follows (each is rounded to 1 decimal place):

$$(47 - 34.7) \times 113 / 132 = 10.5^*$$

$$(52 - 34.7) \times 113 / 132 = 14.8$$

$$(51 - 34.7) \times 113 / 132 = 14.0^*$$

$$(51 - 34.7) \times 113 / 132 = 14.0^*$$

$$(54 - 34.7) \times 113 / 132 = 16.5$$

$$(51 - 33.5) \times 113 / 129 = 15.3$$

$$(56 - 33.5) \times 113 / 129 = 19.7$$

$$(48 - 33.5) \times 113 / 129 = 12.7^*$$

Calculate the Handicap Index (round to 1 decimal place):

Average the four lowest Handicap Differentials which are indicated by a * above, $10.5 + 12.7 + 14.0 + 14.0 = 51.2 / 4 = \mathbf{12.8}$

Calculate the Course Handicap (round to nearest whole number):

Handicap Index X Slope for set of tees used / 113 + 33.5 - 35

$12.8 \times 129 / 113 - 1.5 = \mathbf{13}$

(h) If less than eight rounds have been played the following will be used to calculate handicaps:

- **For round 1:**

The net score and handicap of a new player will be determined as follows:

Gross Score	Net	Handicap
≤ 65	35	Gross Score – 35
≥ 66	Gross Score - 30	30

- **For round 2:**

1. Calculate round 1 handicap differential $(50 - 34.7) \times 113 / 132 = 13.1$

2. Adjust handicap index $13.1 \times 0.80 = 10.5$

3. Calculate course handicap (for a male playing from the Green Tees) $10.5 \times 132 / 113 + 34.7 - 35 = \mathbf{12}$

- **For round 3:**

1. Use lowest handicap differential from round 1 and 2 (e.g. rd 2 score = 46, lower than 50 in rd 1)

2. Calculate handicap differential $(46 - 34.7) \times 113 / 132 = 9.7$

3. Adjust handicap index $9.7 \times 0.95 = 9.2$

4. Calculate course handicap (for a male playing from the Green Tees) $9.2 \times 132 / 113 + 34.7 - 35 = \mathbf{10}$

5. If round 2 score is 50 or greater proceed as above with 50 instead of 46, handicap would be **14**

- **For round 4:**

Use lowest handicap differential of last three rounds and calculate handicap index and course handicap.

- **For round 5-6:**

Use average of the lowest two handicap differentials of the last four/five rounds and calculate handicap index and course handicap.

- **For round 7-8:**

Use average of lowest three handicap differentials of last six/seven rounds and calculate handicap index and course handicap.

(i) No player can give more than two strokes per hole and only one stroke on any par three. This applies to match play scoring only.

(j) Handicaps and the rounds involved shall be carried over from season to season.

- (k) A player who did not play at least one round the previous season must acquire a new handicap at the start of the next season of play.
- (l) Thirty (30) shall be the maximum course handicap at any time.
- (m) If a match is played and it is discovered that a listed handicap was in error, the correct handicap shall be used for the match.
- (n) Indexes shall be rounded to 1 decimal place and handicaps shall be rounded to the nearest whole number.
- (o) Competitive rounds, all nine hole playoff rounds, and an 18 hole playoff final round (if this option is used) shall be used in handicap calculations (18 hole rounds will be broken up into two separate 9 hole rounds for handicap purposes).
- (p) Players may change the set of tees they wish to play (Yellow, Green, Diamond or White) before their first match of the season or before their first match after 7 weeks of matches have been played (note this is matches played, not necessarily the week number, so rainouts could affect what week this occurs). For example, a player may change their tee choice prior to their Week 10 match provided they did not play in Weeks 8 or 9. The tee box used in their last match of the regular season for a player will be the tee box they use for the playoffs and any post-season tournaments.

Section V - Selection of Line-up

- (a) The procedure for the selection of players for a match shall be decided by each team captain.
- (b) The opposing team captains shall inform one another of their team line-up before leaving for the golf course.
- (c) If it is discovered after play has started that two opponents are erroneously matched, the match as played is valid.
- (d) If both captains are willing, a match may be scheduled between opponents not in their proper position in the line-up as defined in Section III (b).

Section VI - Forfeit

- (a) If a player fails to show up for the match, his/her opponent shall win by a forfeit provided said opponent completes the round.
- (b) If a player cannot complete a match for any reason, he/she may forfeit the entire match (if withdrawing prior to the completion of the 5th hole in the

match); otherwise, the player must forfeit unplayed holes provided said opponent completes the round. If the player forfeits unplayed holes, the score for the unplayed holes will be recorded as per the pick-up rule (see Section XII (o)) and the match outcome will be based on the completed scorecard.

- (c) All scheduled players must be prepared to play at their scheduled tee time. This means paid greens fee and present at the tee. If a player is not prepared for play at the designated tee time, the scheduled foursome will tee off without the late player. The late player has a choice of how to proceed. They may join the group on the hole their group is on and for any holes missed they will lose the holes in match play and record the maximum score per the pick-up rule (see Section XII (o)). Alternatively, the late player may attempt to complete their match by playing when a tee time slot becomes available. The match is to be completed in the presence of a league member unless other arrangements have been made (see below). Scorecards will be matched after the completed rounds. The late player will be assessed a one stroke penalty to their net score unless the late player has contacted the opponent and an accord was reached regarding the specifics of the match. If the late player is not able to play or have a substitute play for them (see Section VI (d) and Section VII (b)), they forfeit the match provided their opponent completes the round in the presence of a league member.
- (d) Any unscheduled player, if available, may substitute for the missing player.
- (e) The net score(s) for a forfeit match(es) shall be one stroke higher than the highest net on the opposing team.
- (f) If it is known before the match starts that there will be a forfeit, the forfeit will be assigned to the position in the lineup to minimize the handicap differential between the remaining opponents.
- (g) With a forfeit matched against a forfeit, no net score and a zero match point will be assigned to each forfeit. The team low net point will be derived from the total net of the competing players.
- (h) Any matches that need to be made up that are not part of a league-wide rain out (eg. both teams are short the same number of players and agree to make the match(es) up or players quit mid-round due to inclement weather) must be completed by the week prior to the final week (i.e., Week 13 if there are no rainouts, Week 14 if there is 1 rainout or Rainout Week 1 if there are 2 rainouts). Any matches not completed by the deadline will be a forfeit for both teams.

Makeup matches can be made up any day of the week if necessary and are not required to be played on a league night provided both players play at the

same time. Any player (including substitute players) may be used provided they did not already record a score for the date that is being made up.

Any out of the ordinary situation occurring on the deadline week or final week may be handled on a case by case basis (eg. unexpected storm affects play of some, but not all matches in one of those weeks).

Section VII - Substitutes

- (a) The captain may ask any member of another team (with the exception of the opposing team), or an “open” player to play as a substitute. It shall be considered unethical to use a substitute when a team member is available.
- (b) A substitution may be made up to the time limit and the qualification of Section VI (c).
- (c) A substitution made after the first foursome of a match has teed off, may result in the substitute not playing in his/her proper position in the line-up. This will not be considered a violation of Section III (b).
- (d) No substitutions may be used during the playoffs.

Section VIII - Protests and Penalties

- (a) The USGA Rules of Golf shall govern play with the exceptions noted in Section XII. Knowledge of these rules will reduce disputes and protests.
- (b) Disputes not settled by reference to the USGA Rules shall be adjudicated by a committee appointed by the President consisting of three of the least involved captains. The involved parties should be present at the meeting.
- (c) Any violation of the Rules of Golf League Competition not involving rules governing play shall be adjudicated by the President with appeal as in (b). Penalty shall be disqualification.

Section IX - Scorecards

- (a) The scorecards should clearly indicate who the opponents are and their corresponding handicaps. It is the responsibility of each player of a match to review the scorecard and verify the accuracy of the score and the match results. Any disputes after the fact must be raised to the appropriate team captains for resolution. Questions concerning a given player’s current handicap should be raised prior to teeing off, however if the handicap used is incorrect, the match will be rescored using the correct handicap as stated in Section IV (m).

- (b) At the completion of each match the competitors will record their scores on the scorecard and send them to the league Scorer in any manner the Scorer agrees to.

Section X - Rain and Lightning

- (a) The president or designee will make a decision at 2:00pm to play or cancel. Weather conditions and forecasts from multiple sources and discussion with the course management (if necessary) will be taken into account when making the decision.
- (b) Unless notified by the President of a cancellation, all players are expected to be at the course.
- (c) If 9 holes are not completed, the outcome of the match will be determined based on the holes that were played provided at least 7 holes were completed. If less than 7 holes are completed, the match must be replayed. This does not mean the same players must compete in the rematch. However, no player who had completed a round that evening (prior to the cancellation) will be permitted to play in the rematch. Players will get strokes they would have gotten on the holes they played for match play, and the total strokes given on those holes will be used for determining the net play winner. USGA handicapping rules for the holes missed will be used for determining a 9 hole score to be used for handicapping purposes.
- (d) Any match completed during rain shall be official.
- (e) Any decision to terminate play should be by mutual agreement of the matched opponents. If agreement is not mutual, the player continuing must complete the round and submit his/her score for the forfeit. In the case of lightning, play is arbitrarily suspended. (Note: Rain can wash out a forfeit round.) Additionally, USGA rule 5.7a allows for a player to quit without risk of forfeiting if there is a reasonable belief there is danger of lightning.

Section XI - Tee-off Order

- (a) Tee-off order shall be determined by making a tee time through the tee time scheduler (link provided on homepage of the league website, www.pfidogolf.com or click [here](#)). Each week, players from matches will schedule tee times in a pre-specified order. Once matches from the first matchup are scheduled, matches from the second matchup may schedule their matches and so on. A schedule will be created at the start of the season to determine the order for who will have 1st, 2nd, 3rd and 4th priority each week.

- (b) Players playing “open” (i.e., players not competing in a match) may sign up for a tee time in the same tee time scheduler above once all players competing in matches have signed up for a tee time.

Section XII - Local Rules

- (a) “Winter rules” shall apply which includes lift and clean in your own fairway. A ball’s lie may be improved only by the use of the club head (if lifted and cleaned, the ball should be dropped then moved with the club head, not placed) and only in your own fairway. The fairway is defined as the closely mowed grass between tee and green.
- (b) A ball in the rough may not be touched by hand or club head. Rough is defined as non-fairway. However, an embedded ball, a ball lying in a ground under repair area or casual water, not otherwise marked by red or white stakes, the ball may be dropped in a nearby area no closer to the hole. Ground under repair may be interpreted as stony ground or ground damaged by natural or manmade causes (i.e., tire tracks or fallen tree limbs). When in doubt, ask opponent.
- (c) In the bunkers, if the ball comes to rest against or near a rock, stick, or other object that is not normally found in a bunker, that **object** (not the ball) may be removed. If the ball moves in the process, it is to be replaced as close to the original spot as possible.
- (d) If the ball in a bunker is in a footprint or divot, the player may lift the ball, rake or smooth out the spot the ball was taken from, then place the ball back in the same spot. Taking this action must be approved by the player’s opponent. It should be noted that the natural conditions of bunkers often have undulations and uneven areas and this rule is not intended for when the ball is not on a perfectly smooth or flat area of sand.
- (e) For a ball hit out of bounds, take one stroke penalty and (1) hit again from the same spot, tee or fairway, or (2) hit from a drop two club lengths from the point where the ball crossed the boundary line.
- (f) On holes in which the fairway is bordered by woods and there are no “out of bounds” markers, if a player hits a ball into the woods he/she will be permitted one of two options: (1) take a one stroke penalty and hit again from the same spot, tee or fairway; (2) hit from a drop two club lengths from the point where the ball crossed the boundary line with a one stroke penalty. A provisional ball will not be permitted.
- (g) The operation of Rule 5 of the USGA Rules of Golf prohibiting practice on the competition course on the day of a match will be excluded.

- (h) Based on the USGA, in a match-play competition, if one hole is par four for men and par five for women, the player who completes the hole in the fewer net strokes wins the hole. Par is irrelevant.
- (i) The maximum penalty for any violation will be one stroke.
- (j) Play should not be delayed by more than 2.5 minutes when searching for a ball. After that time the ball is deemed lost and, upon agreement with the opponent, a ball shall be dropped in the approximate location where it was lost and take a one stroke penalty. If the ball is presumed to be lost in fescue (or similar), the player may drop using the unplayable lie rule as opposed to dropping in the fescue itself. If the player finds the original ball, the original ball shall be picked up and play shall continue with the replacement ball.
- (k) It is the responsibility of the player with the lowest handicap to maintain the pace of play of the group in which he/she is participating. Prior to teeing off on the first hole, the foursome should be made aware of who the responsible individual is for the round.
- (l) If there is a major problem with the pace of play with a player, please contact the captain of the team to which that player belongs.
- (m) Wave up on the par three holes numbers 8, 12, and 15. After all players have reached the green or are near the green, the player responsible for pace of play should wave up the following group if they are ready. Players in the following group should anticipate a wave up and be on the lookout for one.
- (n) If a player tees off from the wrong tee box they may not re-tee from the correct tee box and must continue playing the hole.

If a player tees off from a tee box longer than they were supposed to play, no penalty will be assessed (e.g., should play the White Tee, but plays the Green Tee).

If a player tees off from a tee box shorter than they were supposed to play, the player incurs a 1 stroke penalty on that hole (e.g., should play the Green Tee, but plays the White Tee).
- (o) All players, regardless of handicap, are required to pick-up their ball after the 5th, 7th or 9th stroke on a par three, four or five, respectively. Add one stroke for picking up and record double par as your score and proceed to the next hole. The player picking up will lose the hole regardless of strokes given. The maximum to be recorded on a par three is 6, a par four is 8, and a par five is 10. If two opponents pickup for a double par; the players will tie the hole.

- (p) A player may take a free drop no closer to the hole on Hole #2 if the netting near the road affects the player's swing.

Section XIII - Season Awards

- (a) Golfer of the Year, based on the following formula (minimum 5 matches):

$$\frac{\text{Points} + 2 \times (\#\text{Rounds} < 33) + (\#\text{Rounds} = 34 \text{ or } 35) - (\#\text{Rounds} = 38 \text{ or } 39) - 2 \times (\#\text{Rounds} > 40)}{\sqrt{\text{Rounds}}}$$

- (b) Low Gross Score (no minimum number of matches)
- (c) Low Net Score (must have established handicap when the round was played (3 or more rounds played))
- (d) Seasons most improved golfer based on players' indices at the start and end of the season using USGA formula shown below. Only members who have played in at least five matches in the current season and have an established handicap coming into the current season (3 or more rounds in prior seasons) are eligible.

$$(\text{start of season index} + 6) / (\text{end of season index} + 6)$$

- (d) Player with the highest winning average for the current season (5 match minimum).
- (e) Fifty dollars for a Hole-in-One (Competitive League matches only)
- (f) Regular season 1st place team (i.e., #1 seed for playoffs, see Section III (j) for resolving ties). If the #1 seed team wins the championship, this will be awarded to the #2 seed team.
- (g) Winning team for the playoffs

Section XIV – Temporary Rules

Any and all of the following rules are considered temporary and may not apply once conditions allow for normal play which could potentially be midseason. Additional rules may be added if necessary. The league will be informed as changes occur.

- (a) COVID/sick Rule (in effect for 2023)
If a player develops symptoms of being sick after already being in the lineup, they may cancel without having to take a forfeit. The match can be made up at a later date (different players than who was supposed to play in that match for either team may be used). The cancelling player should contact their opponent as well as their

own captain and opposing team's captain. The captain of the cancelling player's team may replace the player if they're able to, but will not forfeit if they can't.

(b) Ghost Team (not in effect for 2023)

Each week, one team will send out a team of 4 who will not play against physical players. To determine points won for each player, scorecards from 4 players who played on the other 6 teams each week will be used to form a "Ghost Team." The structure of the Ghost Team each week is constructed based on a pre-determined schedule (schedule is shown in Table 1). Each week, the Ghost Team will consist of the following:

- One person listed as a #1 player
- One person listed as a #2 player
- One person listed as a #3 player
- One person listed as a #4 player

The 4 players above will come from 4 different teams as determined by the schedule. If a Ghost Team player is a new player (their first round) or a forfeit, a different player from the same team will be chosen in the following manner:

- If a #1 player is to be replaced, the #2 player will be used
- If a #2 player is to be replaced, the #3 player will be used
- If a #3 player is to be replaced, the #2 player will be used
- If a #4 player is to be replaced, the #3 player will be used
- If a player is to be replaced and the #2 or #3 player (as the case may be) also cannot be used, the closest player to the original player slot shall be used (eg. #2 player is replaced with #3, but #3 is also ineligible, then player #1 would be used)

After determining the 4 players to be used, they will be re-ordered from lowest handicap to highest handicap and matched up with the team who is playing against the Ghost Team. If two players have the same handicap, their order will not change (eg. if the #2 and #4 players have the same handicap, the #2 player will remain higher on the list relative to #4).

If a ghost team player or a player playing against the ghost team does not complete 9 holes, the match will be based on the fewer number of holes played if both players completed at least 7 holes.

Any unforeseen circumstances regarding these rules will be handled by the league president and the decision will be made in the best interest of the league.

Ghost Team Schedule (numbers shown are team numbers):

vs. Ghost Team	#1 Golfer	#2 Golfer	#3 Golfer	#4 Golfer
7	1	4	6	5
1	2	5	7	3
6	4	3	2	1
2	3	1	4	6
5	6	7	3	4
3	7	6	5	2
4	5	2	1	7
7	3	6	5	2
1	6	7	2	4
6	5	4	3	7
2	4	1	7	5
5	7	2	1	3
3	1	5	4	6
4	2	3	6	1

Section XIV – Tips to Avoid Slow Play

- (a) Leave the cart, push cart or bag next the green in the direction of the next hole.
- (b) Leave clubs that you brought with you to the green along the line between the hole and your cart or bag.
- (c) Mark scores on the scorecard at the tee box of the next hole as opposed to on or next to the green of the hole that was just completed.
- (d) Be ready to play when it's your turn. In most cases, your decision process (which club to hit, how you want to play the shot, assessing the read of your putt, etc.) should start before it's your turn rather than when it's your turn.
- (e) Adhere to the 2.5 minute rule when searching for a lost ball.
- (f) Watch each other's shots, especially off the tee. This will help reduce time to look for balls with more people having an eye on the ball.