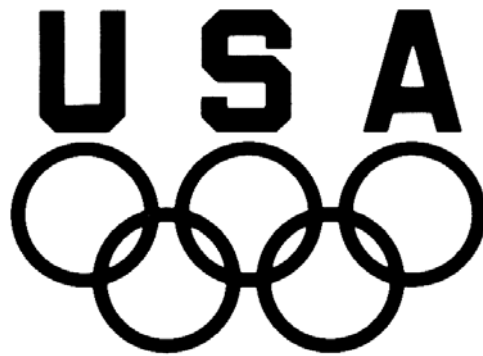


**United States Olympic  
Committee**



**TEAM LEADER  
SELECTION PROCEDURE FORM**

**for the**

**PAN AMERICAN GAMES**

*April 2009*

USA Water Ski  
**TEAM LEADER SELECTION PROCEDURES**  
**2011 Pan American Games**  
**February 2, 2011**

*Pending final approval from the USOC Chief Executive Officer*

These procedures provide for selection of the USA-WS Team Leader for the 2011 Pan American Games. However, accreditation allocation is not guaranteed and will be based on final USOC credential allocation and overall team size.

1. What are the NGB's/PSO's criteria for Team Leader position (attach a job description, if any)?

Team Leader must:

- i. Successfully pass a USOC approved background check.
- ii. Possess a valid passport that does not expire until at least six months after the conclusion of the Games.
- iii. Have the ability to work effectively with the USOC.
- iv. Have strong administrative, communication and organizational capabilities/skills.
- v. Be responsible for Team's adherence to all rules regarding discipline at the Games.
- vi. Fulfill all duties and requirements of the USOC including attendance at USOC Games related meetings.
- vii. Be available for entire duration of the Games.
- viii. Have the NGB's/PSO's approval to make financial decisions regarding the Team.
- ix. Be in good health and able to withstand the physical rigors of traveling with and working with the Team.

2. How will the NGB/PSO make known the Team Leader position and/or application process?

This position will not be advertised or posted. The AWSA (American Water Ski Association) & USA-WS IACs (International Activities Committee) will solicit interest from those individuals who have served in a team leader capacity for any international Water Ski team in the past quadrennium.

3. Describe the intended method of:

A. Identifying the pool of candidates to be considered for Team Leader position:

Potential Team Leaders are identified and recruited by the AWSA (American Water Ski Association) & USA-WS IAC (International Activities Committee) staff from those who have served in a team leader capacity for any international Water Ski team in the past quadrennium.

B. Selecting the candidate(s) who best fits the job description for Team Leader:

The American Water Ski Association & USA-WS IAC members will nominate candidates who meet the above criteria.

4. Describe the removal of Team Leader:

An individual who is to be nominated as the Team Leader by the NGB/PSO may be removed as a nominee for any of the following reasons, as determined by the NGB/PSO.

- Voluntary withdrawal. Team Leader nominee must submit a written letter to the NGB/PSO CEO/Executive Director.
- Injury or illness as certified by an approved NGB/PSO physician (or medical staff). If the individual refuses verification of his/her illness or injury by an approved NGB/PSO physician (or medical staff), his/her injury will be assumed to be disabling and he/she may be removed.
- Violation of the NGB's/PSO's Code of Conduct. (Attachment \_A\_)

Once a Team Leader nomination is accepted by the USOC, the Team Leader is subject to the USOC Code of Conduct and Grievance Procedures.

5. Describe the replacement of Team Leader:

In the event that the Nominated Team Leader is unable to perform the duties of Team Leader, for injury, illness, Code of Conduct violation or any other unforeseen circumstances that would result in the need to replace him/her, the replacement candidate must meet all of the criteria listed in #1 above.

6. Which group/committee will make the final:

A. Recommendation of the Team Leader?

The AWSA& USA-WS IAC serves as a selection committee and is responsible for selecting a Team Leader who meets the qualifications listed above.

B. Approval for the Team Leader?

The USAWS Board must approve a Team Leader once the AWSA& USA-WS IAC has selected an individual for that position.

7. Conflict of Interest:

An individual who is being considered for the Team Leader position and who is involved in the selection process shall recuse him or herself from any discussion or decision involving selection of the Team Leader.

8. Publicity/Distribution of Procedures:

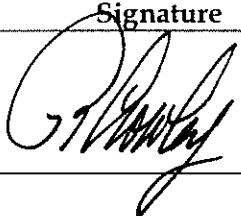
The USOC approved selection procedures (complete and unaltered) will be posted/published by the NGB/PSO in the following locations and will include the USOC approval date:

A. Web site: [www.usawaterski.org](http://www.usawaterski.org)

These procedures will be posted as soon as possible, but not more than five days following notice of approval by the USOC.

B. Official Publication (if any): N/A

C. Other: N/A

| Position   | Print Name     | Signature  | Date      |
|--|----------------|--|-----------|
| NGB/PSO<br>President or<br>CEO/Executive<br>Director     | ROBERT CROWLEY |  | 2/21/2011 |
| USOC Athletes'<br>Advisory<br>Council<br>Representative* | Brandi N. Hunt | Brandi N. Hunt   | 2/21/11   |

\*If USOC AAC Representative has delegated authority to the Alternate AAC Representative to sign the Selection Procedures, attach a letter from the AAC Representative indicating the reason he/she has delegated authority.

## Attachment A

The USA Water Ski Code of Conduct (Attachment A) is currently under review by USA Water Ski. Upon approval, this attachment will be added as an endorsement to these procedures and must be signed as a condition of nomination to the Pan American Games.