USA SWIMMING
GAMES STAFF SELECTION PROCEDURES
2020 Olympic Games
Open Water
July 17, 2018

These procedures provide for selection of the following USA Swimming Open Water Games Staff for the 2020 Olympic Games: Team Leader. However, accreditation allocation is not guaranteed and will be based on final USOC credential allocation and overall team size. Responsibility of payment for allocated accreditations will be determined by the USOC and the USA Swimming.

1. Describe the specific Games Staff position(s) that USA Swimming is requesting.

<table>
<thead>
<tr>
<th>USOC Role Name - (Games Function)</th>
<th>Responsibility</th>
</tr>
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<tbody>
<tr>
<td>Team Leader</td>
<td>Serve as primary point of contact and liaison between the USOC and USA Swimming before, during and after the Games.</td>
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</tbody>
</table>

2. What are USA Swimming’s criteria for the above Games Staff position(s)

USA Swimming’s Games Staff must:

2.1. Successfully pass the National Center for Safety Initiatives’ (NCSI) background screen in accordance with the current USOC Games Background Check Policy prior to nomination.

2.1.1. Should a nominee experience any event between the time the background check is conducted and the relevant Games that may change his/her background check status, the nominee must inform USA Swimming and/or USOC.

2.2. Possess a valid passport that does not expire until at least six months after the conclusion of the Games.

2.3. Have the ability to work effectively with the USOC.

2.4. Have strong administrative, communication and organizational capabilities/skills.

2.5. Be responsible for Team’s adherence to all rules regarding discipline at the Games.

2.6. Fulfill all duties and requirements of the USOC including attendance at USOC Games related meetings.

2.7. Be available for entire duration of the Games.

2.8. Have USA Swimming’s approval to make financial decisions regarding the Team.

2.9. Possess high level, specific technical and tactical knowledge of the sport.

2.10. Have thorough knowledge and understanding of the IF rules and regulations governing the sport.
2.11. Demonstrate ability to establish harmonious relationships with athletes and other Team personnel.

2.12. Be in good health and able to withstand the physical rigors of traveling with and working with the Team.

2.13. Be a currently employed staff member or contractor of USA Swimming and consent to all applicable background checks and athlete protection training.

2.14. Be listed on USA Swimming’s Long List and successfully complete all Games Registration requirements by stated deadlines.

2.15. Participate in USADA training.

2.16. Successfully complete the USOC’s Safe Sport awareness training and education program.

2.17. Agree to abide by the rules established by the National Team Managing Director for all staff and all team members.

2.18. Have previous experience in an international competition setting.

2.19. Possess appropriate experience relative to the position/area of expertise for which they may be nominated.

3. Describe the intended method of identifying the pool and selecting the candidates to be considered for the Games Staff position(s):

USA Swimming will not solicit applications for the Team Leader position. The Team Leader position will be filled by a current USA Swimming employee and/or contractor.

All Games Staff positions will be selected based on the candidate(s) who best meet the criteria outlined in Section 2 and who will best meet the needs of the Team.

4. Describe the removal of Games Staff:

An individual who is to be nominated to the above-listed Games Staff position(s) by USA Swimming may be removed as a nominee for any of the following reasons, as determined by USA Swimming.

4.1. Voluntary withdrawal. Games Staff nominee must submit a written letter to USA Swimming’s CEO and National Team Managing Director.

4.2. Injury or illness as certified by a physician (or medical staff) approved by USA Swimming. If the individual refuses verification of his/her illness or injury by a physician (or medical staff) approved by the USA Swimming, his/her injury will be assumed to be disabling and he/she may be removed.

4.3. Inability to perform the duties required.

4.4. Violation of USA Swimming’s Honor Code (to be made available prior to nomination) and/or Code of Conduct.

Once the Games Staff nomination(s) is accepted by the USOC, the USOC has jurisdiction over the Games Staff, at which time, in addition to the USA Swimming Code of Conduct and
applicable Honor Code, the USOC’s Games Forms apply. The USOC’s Games forms are available as part of Games Registration prior to the respective Games.

5. Describe the replacement of Games Staff:

In the event that the Nominated Games Staff member is unable to perform the duties of the position(s) 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 applicable criteria listed in Section 2 above and be selected through the same process as outlined in Sections 3 and 4.

6. Which group/committee will make the final approval of the Games Staff position(s)?

USA Swimming’s National Team Managing Director, COO and CEO will make the final approval for the Games Staff position.

7. Conflict of Interest:

An individual involved in the selection process who has a conflict of interest must disclose this information, and recuse him or herself and not influence others regarding the discussions, meetings or decisions involving the selection of the Games Staff position(s). If there is an issue concerning whether a conflict of interest exists, USA Swimming’s Board of Directors shall determine if a conflict exists.

8. Date of Nomination:

The Games Staff Nomination Form with the Staff nominee’s name, including the name of a replacement (if applicable), will be submitted to the USOC on or before:

April 17, 2020

9. Publicity/Distribution of Procedures:

The USOC approved selection procedures (complete and unaltered) will be posted/published by USA Swimming in the following locations:

9.1. Web site: www.usaswimming.org

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

9.2. Other (if any): N/A
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<tr>
<th>Position</th>
<th>Print Name</th>
<th>Signature</th>
<th>Date</th>
</tr>
</thead>
<tbody>
<tr>
<td>USA Swimming President or CEO/Executive Director</td>
<td>Tim Hinchey</td>
<td>[Signature]</td>
<td>8/23/18</td>
</tr>
<tr>
<td>USOC Athletes' Advisory Council Representative*</td>
<td>Natalie C. Hall</td>
<td>[Signature]</td>
<td>8/22/18</td>
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</table>

* If the 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.

* Signature by the Athlete Representative constitutes that he/she has read and understands the Selection Procedures. If the Athlete Representative reads and does not agree with the Selection Procedures being submitted by the USA Swimming, he/she may submit those reasons in writing to his/her Sport Performance Team.

* If, for some reason, a sport does not have an elected USOC AAC Representative, USA Swimming must designate an athlete from that sport to review and sign the Selection Procedures.