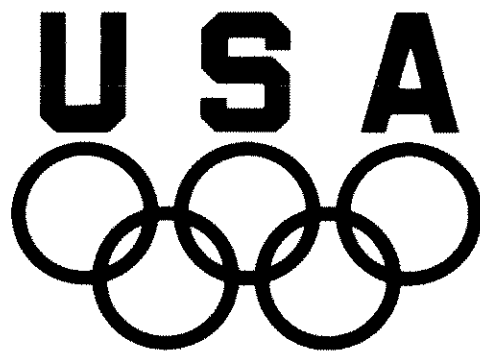


**United States Olympic
Committee**



**TEAM LEADER
SELECTION PROCEDURE FORM**

**for the
OLYMPIC GAMES**

January 2009

**U.S. BOBSLED & SKELETON FEDERATION
TEAM LEADER SELECTION PROCEDURES
2010 VANCOUVER WINTER OLYMPIC GAMES
MARCH 13, 2009**

These procedures provide for selection of the U.S. Bobsled & Skeleton Team Leader for the 2010 Vancouver Winter Olympic Games. However, accreditation allocation is not guaranteed and will be based on final USOC credential allocation and overall team size.

1. What are U.S. Bobsled & Skeleton'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 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 U.S. Bobsled & Skeleton'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.
- x. Experience and proven ability as a team leader at the international level (i.e., World Cups, World Championships, Olympic Games).
- xi. Have proven ability to handle crisis management situations.
- xii. Others as determined by U.S. BOBSLED & SKELETON: See Team Leader job description (Attachment A).

2. How will the U.S. BOBSLED & SKELETON make known the Team Leader position and/or application process?

The Director of High Performance with U.S. Bobsled & Skeleton will serve as the Team Leader for the Bobsled & Skeleton Olympic Team for the 2010 Vancouver Winter Olympic Games.

3. Describe the intended method of:

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

The Director of High Performance will be nominated to this position.

B. Selecting candidates who fit the job description for Team Leader.

N/A

4. Describe the removal of Team Leader:

An individual who is to be nominated as the Team Leader by U.S. Bobsled & Skeleton may be removed as a nominee for any of the following reasons, as determined by the U.S. BOBSLED & SKELETON.

- Voluntary withdrawal. Team Leader nominee must submit a written letter to the U.S. BOBSLED & SKELETON CEO.
- Injury or illness as certified by an approved U.S. BOBSLED & SKELETON physician (or medical staff). If the individual refuses verification of his/her illness or injury by an approved U.S. BOBSLED & SKELETON physician (or medical staff), his/her injury will be assumed to be disabling and he/she may be removed.
- Violation of the U.S. BOBSLED & SKELETON'S Code of Conduct. (Attachment B)

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 U.S. Bobsled & Skeleton CEO will recommend the Team Leader to the 2010 Vancouver Winter Olympic Games to the USOC.

B. Approval for the Team Leader?

The U.S. Bobsled & Skeleton CEO will make the final approval for the Team Leader nominee.

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 U.S. BOBSLED & SKELETON in the following locations and will include the USOC approval date:

A. Web site: <http://bobsled.teamusa.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): The High Line. A website link for these Selection Procedures will be published in all The High Line publications after these procedures are approved by the USOC.

C. Other: N/A

Position	Print Name	Signature	Date
U.S. BOBSLED & SKELETON President or Executive Director	Darrin Steele		3/13/09
USOC Athletes' Advisory Council Representative*			

*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.

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 U.S. BOBSLED & SKELETON in the following locations and will include the USOC approval date:

A. Web site: <http://bobsled.teamusa.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): The High Line. A website link for these Selection Procedures will be published in all The High Line publications after these procedures are approved by the USOC.

C. Other: N/A

Position	Print Name	Signature	Date
U.S. BOBSLED & SKELETON President or Executive Director			
USOC Athletes' Advisory Council Representative*	Curtis Tomasevich	<i>Curtis Tomasevich</i>	3/13/09

*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

Team Leader Job Description

Team Leader

Serve as the primary liaison to the USOC and provide oversight of the entire USA delegation. Duties include managing the Bobsled and Skeleton Team Managers and Equipment/Logistics Manager and providing all schedules, movements, team details to USOC personnel and that all operations run smoothly. Additional duties consist of implementing all performance enhancement initiatives for coaches to implement in training and competition.

Direct Duties & Responsibilities

1. Serve as the primary point of contact with the U.S Olympic Committee as it pertains to Olympic activities.
2. Oversight and management of Olympic Team.
3. Liaise with Team Managers and Equipment/Logistics Manager on all schedule and logistics of both the bobsled & skeleton team and pass along to the USOC.
4. In consultation with the CEO, make financial decisions for the delegation.
5. Administer Dartfish and other sport development technologies and breakdown data to be presented to coaches.
6. Apply any crisis management with the respective parties as issues arise.
7. Provide status and activity reports to the CEO.

Attachment B

<p>U.S. Bobsled and Skeleton Federation Code of Conduct</p>

TEAM MEMBER PLEDGE

I pledge to uphold the spirit of the USBSF Code of Conduct (the "Code"), which offers a guide to my conduct as a member of the Team (the "Team"). I acknowledge that I have a right to a hearing if my opportunity to compete is denied or if I am charged with a violation of this Code.

I have familiarized myself with the Code and understand that acceptance of its provisions is a condition of my selection to the Team.

As a Member of the Team, I hereby promise and agree that I:

- will abide by all rules related to the Team selection procedures as approved by USBSF;
- have acted and will act in a sportsmanlike manner consistent with the spirit of fair play and responsible conduct;
- will maintain a level of fitness and competitive readiness that will permit me to compete satisfactorily in USBSF training camps and National and International competitions designated by USBSF. Accordingly, I agree to train and compete as a member of the National Team and to fulfill the National Team training and competition program as mutually agreed upon with the respective National Team Coach. I will also provide monthly training and competition reports to my respective National Team Coach.
- will not commit a doping violation as defined by the International Olympic Committee (IOC), World Anti-Doping Agency (WADA), the United States Anti-Doping Agency (USADA), the United States Olympic Committee (USOC) or the International Bobsleigh and Skeleton Federation (FIBT) rules;
- am not currently serving a suspension because of an anti-doping rule violation and have no pending or unresolved anti-doping rule violation, except as I have informed USBSF in writing, and I understand that such suspension, or pending or unresolved anti-doping rule violation may be cause for my not being selected to the Team;
- will not engage in any conduct that is criminal under any laws applicable to me, including, but not limited to laws governing the possession and use of drugs and alcohol and providing of drugs to any person and of alcohol to minors;

- will not participate or assist in any gambling or betting activities associated with any event related to my sport or my participation;
- am eligible to compete under the rules of FIBT;
- will refrain from conduct detracting from my ability or that of my teammates to attain peak performance;
- will respect the property of others whether personal or public;
- will respect members of my Team, other teams, spectators and officials, and engage in no form of discriminatory behavior or verbal, physical or sexual harassment or abuse;
- will follow my Team's rules, including by way of example, rules regarding curfew and required attendance at team meetings;
- am aware that USBSF sponsors, suppliers and licensees provide critical support for the Team and, in recognition of this fact, I will wear designated USBSF apparel at all official Team functions and events;
- will not conceal or cover-up any USBSF sponsor, supplier or licensee brand or other identification appearing on my USBSF apparel;
- agree to be filmed and photographed by the official photographer(s) and network(s) of USBSF under conditions authorized by USBSF and give event organizers and USBSF the right to use my name, picture, likeness, voice and biographical information before, during and after the period of my participation in these activities to promote the activity in which I participate or to promote the success of the team on which I compete; in no event may USBSF or the event organizers use or authorize the use of my name, picture, likeness, voice and biographical information for the purpose of trade, including any use in a manner that would imply an endorsement of any company, product, or service, without my written permission;
- will not use or authorize the use of photographs, films or videos of myself in my USBSF apparel or equipment or the use of the USBSF logo for the purpose of trade, without the prior written consent of the USBSF;
- understand that if I require legal representation because I am accused of a doping violation or am accused of criminal misconduct, or if for any other reasons I require the services of an attorney, I will be personally responsible for payment of such legal fees and expenses;
- will act in a way that will bring respect and honor to myself, my teammates, USBSF and the United States; and

- will remember that at all times I am an ambassador for my sport, my country and the Olympic Movement.
- Disciplinary action for violation of any provision in this Code of Conduct may include any or all of the following: (i) a reprimand; (ii) suspension from the Team; (iii) withholding of stipend payments; (iv) imposition of fines (including with respect to reimbursement of expenses incurred by USBSF); (v) removal from the appropriate Team; or (vii) any combination of the foregoing. The Athlete has a right to a hearing per Article 9 of the USOC Bylaws prior to USBSF denying the right to compete of any Athlete.

ATHLETE OMBUDSMAN

I may contact the USOC Athlete Ombudsman,
toll free at 888.ATHLETE (888.284.5383) or John.Ruger@usoc.org
for further information regarding my rights under this Code
that are not answered by USBSF.

PARTICIPANTS' AFFIRMATION

I have read and accept this Code of Conduct. I agree to the rules, guidelines, jurisdiction and procedures stated in these documents as a condition of being selected to participate as a member of the Team.

Signature

Date

NGB Name

Sport

<p>PARENT/GUARDIAN CERTIFICATION (For Participants Under the Age of 18 as of Date of Signature)</p>

Signature

Date

Relationship (Parent or Guardian)