

**USA TABLE TENNIS  
COACH SELECTION PROCEDURES  
2012 Olympic Games  
September 22, 2011**

1. What are the NGB's/PSO's criteria for Coach position?

These procedures are being written for two (2) Head Coach positions (1 each Men's and Women's). However, accreditation allocation is not guaranteed and the number of Coach positions will be based on final USOC credential allocation and overall team size.

Coaches 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. Be available for entire duration of the Games.
- iv. Be in good health and able to withstand the physical rigors of traveling with and working with the Team.
- v. Have high level, specific technical and tactical knowledge of table tennis
- vi. Have thorough knowledge and understanding of the ITTF rules and regulations
- vii. Have experience and proven ability coaching teams at the national and international levels
- viii. Have proven ability to establish harmonious relationships with athletes and other Team personnel

2. How will the NGB/PSO make known the available Coach position(s) and/or application process?

The Coach positions will not be advertised because they will be filled by the National Team Men's Coach and the National Team Women's Coach.

3. Describe the intended method of:

- A. Identifying the pool of candidates to be considered for Coach position  
The National Team has a coach for the Women's Team and a coach for the Men's Team. These coaches are hired for each year, and their appointments continue as long as they successfully perform their jobs. These coaches will be the nominees for the 2012 Olympic Games
- B. Selecting the candidate(s) who best fits the job description for Coach:  
See above (A)

4. Describe the removal of a Coach:

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

- Voluntary withdrawal. Coach 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 Coach nomination is accepted by the USOC, a Coach is subject to the USOC Code of Conduct and Grievance Procedures.

5. Describe the replacement of a Coach:

In the event that a Nominated Coach is unable to perform the duties of Coach, due to 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 Coach(es)?

High Performance Committee in consultation with High Performance Director.

B. Approval for the Coach(es)?

The USATT CEO will make the final approval for coach nominees for the 2012 Olympic Games Team for USA Table Tennis.

7. Conflict of Interest:

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

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.usatt.org

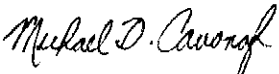

These procedures will be posted as soon as possible, but not more than five days following notice of approval by the USOC.

B. Official Publication (if any):

N/A

C. Other

N/A

| Position  | Print Name           | Signature   | Date       |
|---|----------------------|---|------------|
| NCB/PSO<br>President or<br>CEO/Executive<br>Director  | MICHAEL D. CAVANAUGH |   | 10/21/2011 |
| USOC Athletes'<br>Advisory Council<br>Representative* | WHITNEY PING         |  | 10/21/2011 |

\*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.