

United States Tennis Association (USTA)
TEAM LEADER SELECTION PROCEDURES
2012 London Olympic Games
August 17, 2011

These procedures provide for selection of the USTA Team Leader for the 2012 Olympic 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 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 make known the Team Leader position and/or application process?

The USTA does not plan to publicize this position.

3. Describe the intended method of:

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

Given the direct connection between the USA Team Events department of the USTA and the potential pool of Olympic Team members, the USTA will nominate a team leader from existing USTA employees who already work with these athletes and meet all of the criteria listed in #1 above.

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

The USTA currently employs full time staff who meet all of the criteria outlined above in #1 above.

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. (Attached hereto)

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?

Gordon Smith, USTA Executive Director
Jim Curley, USTA Chief Professional Tournaments Officer
David Brewer, USTA Managing Director of Tournament Operations

B. Approval for the Team Leader?

Gordon Smith, USTA Executive Director
Corina Moriaru, USTA's AAC representative to the USOC

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.usta.com

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 President or Executive Director	Gordon Smith		8/22/11
USOC Athletes' Advisory Council Representative*	Corina Morariu		8/20/11

*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.

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