

US Biathlon Association, Inc.
TEAM LEADER SELECTION PROCEDURES
2010 Olympic Winter Games
1 October 2008

These procedures provide for selection of US Biathlon Association's (USBA) Team Leader for the 2010 Olympic Winter Games in Vancouver. However, accreditation allocation is not guaranteed and will be based on final USOC accreditation allocation and overall team size.

1. What are USBA'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 the NGB'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. Have international experience working with the US Biathlon Team in leadership roles.

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

USBA will not publicize the Team Leader position and application process because the High Performance Director will be nominated for this position.

3. Describe the intended method of:

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

The High Performance Director will be the Team Leader. The Executive Director will prepare a list of reserve candidates who meet the criteria listed in #1 above, in case the High Performance Director is unable to perform the function.

- 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 USBA may be removed as a nominee for any of the following reasons, as determined by USBA.

- Voluntary withdrawal. Team Leader nominee must submit a written letter to USBA's Executive Director.
- Injury or illness as certified by an approved USBA physician (or medical staff). If the individual refuses verification of his/her illness or injury by an approved USBA physician (or medical staff), his/her injury will be assumed to be disabling and he/she may be removed.
- Violation of USBA's Code of Conduct. (Attachment A)
- Failure to maintain a successful record of leadership with US Biathlon Teams, or termination as an employee.

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 Executive Director will make the recommendation of the High Performance Director.

B. Approval for the Team Leader?

The Board of Directors' Chairman and Vice Chairman, as well as the AAC Representative will make the final approval.

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 in the following locations and will include the USOC approval date:

- A. Web site: www.usbiathlon.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): Biathlon Bulletin

C. Other N/A

Position	Print Name	Signature	Date
US Biathlon Association, Inc. Executive Director	Max Cobb		10-1-08
USOC Athletes' Advisory Council Representative*	Chad Salmela		10-1-08

*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.

US Biathlon Code of Conduct

STAFF PLEDGE

I pledge to uphold the spirit of the US Biathlon Code of Conduct (the “Code”), which offers a guide to my conduct as a member of the USA National Biathlon Team (the “Team”). I understand 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 published rules related to the Team selection procedures as approved by US Biathlon;
- 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 readiness that will permit my performance to be at the maximum of my abilities;
- 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 support the Team under the rules of International Biathlon Union;
- should I be chosen to support an international Team that requires a passport, I am in possession of a valid passport, that will not expire prior to six months following the conclusion of the international competition;
- 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 written rules, including by way of example, written rules regarding curfew, required attendance at Team meetings and prohibitions on the release of confidential Team information;
- am aware that US Biathlon sponsors, suppliers and licensees provide critical support for the Team and, in recognition of this fact, I will wear designated US Biathlon apparel at all official Team functions and events;
- will not conceal or cover-up any US Biathlon sponsor, supplier or licensee brand or other identification appearing on my US Biathlon apparel;
- will not add any markings of any kind to the visible part of my US Biathlon uniform without first obtaining written permission to do so from the Executive Director of US Biathlon;
- will abide by the rules of the International Biathlon Union concerning allowable trademark identification on clothing and equipment worn or used in competition or on visible body tattoos.
- agree to be filmed and photographed by the official photographer(s) and network(s) authorized by US Biathlon under conditions authorized by US Biathlon and give event organizers and US Biathlon the right to use my name, picture, likeness, 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 US Biathlon 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 US Biathlon apparel or equipment or the use of the US Biathlon logo for the purpose of trade, without the prior written consent of the US Biathlon;
- understand that if I require legal representation because I am accused of contributing to 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, US Biathlon and the United States; and
- will remember that at all times I am an ambassador for my sport, my country and the Olympic Movement.