USA FIELD HOCKEY
GAMES STAFF SELECTION PROCEDURES
2019 Pan American Games
Men’s National Team
April 26, 2019

<table>
<thead>
<tr>
<th>USOC Role Name</th>
<th>Example Games Function</th>
</tr>
</thead>
<tbody>
<tr>
<td>Team Leader</td>
<td>Team Leader</td>
</tr>
<tr>
<td>Coaches</td>
<td>Coach, Personal Coach</td>
</tr>
<tr>
<td>Technical Personnel</td>
<td>Tech Personnel, Sport Specific Roles (Golf Caddy, Groom, etc.)</td>
</tr>
<tr>
<td>Administrative Personnel</td>
<td>Admin Personnel; Non-medical Performance Staff</td>
</tr>
<tr>
<td>Medical Staff</td>
<td>Doctor, Physiotherapist, Medical Personnel, Massage Therapist, etc.</td>
</tr>
</tbody>
</table>

These procedures provide for selection of USA Field Hockey’s Games Staff [Team Leader, Coach(es), and/or Additional Officials] for the 2019 Pan American Games. 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 NGB/HPMO/PSO.

1. Describe the specific Games Staff position(s) that the NGB/HPMO/PSO is requesting.

<table>
<thead>
<tr>
<th>USOC Role Name - (Games Function)</th>
<th>Responsibility</th>
</tr>
</thead>
<tbody>
<tr>
<td>Head Coach</td>
<td>Prepare athletes/teams for success on the field of play and line manages all staff.</td>
</tr>
<tr>
<td>Assistant Coach</td>
<td>Will assist the Head Coach with all training and competition preparation (technical, tactical coaching, opposition analysis, player briefings, debriefings, feedback) as well as game day preparation, coaching and management.</td>
</tr>
<tr>
<td>Assistant Coaches</td>
<td>Will assist the Head Coach with all training and competition preparation (technical, tactical coaching, opposition analysis, player briefings, debriefings, feedback) as well as game day preparation, coaching and management.</td>
</tr>
<tr>
<td>Team Manager</td>
<td>Will serve as the Team Leader and all men’s field hockey performance staff and athletes for day to day to operational, logistical and administrative needs.</td>
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<tr>
<td>--------------</td>
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</tr>
<tr>
<td>Medical PT/AT/DC</td>
<td>Will provide acute injury management, treatment and rehabilitation to athletes throughout training and competition.</td>
</tr>
<tr>
<td>Medical MD</td>
<td>Will oversee and support Athletic Trainer (or Physical Therapist), provide acute trauma management and provide expertise in the field of sports medicine.</td>
</tr>
<tr>
<td>Video Analyst</td>
<td>Will video all Men’s tournament matches, code and analyze specific instances for the purposes of analysis of our team and opponents.</td>
</tr>
</tbody>
</table>

2. What are the NGB’s/HPMO’s/PSO’s criteria for the above Games Staff position(s) (attach a job description, if any)?

NGB’s/HPMO’s/PSO’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 the NGB/HPMO/PSO 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 the NGB’s/HPMO’s/PSO’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 FIH 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 listed on USA Field Hockey’s Long List and must have successfully completed all Games Registration requirements by stated deadline.
2.14 Having foreign language speaking capability is a plus.
2.15 Participate in USADA training as required for position.
2.16 Successfully complete the US Center for SafeSport awareness training and education program.
2.17 Possess experience across international men’s field hockey in a training and competition environment.

In addition, Medical Personnel must:

2.17. Possess the appropriate certifications.
2.18. Pass a medical credential review in addition to the approved USOC Games Background Check, which will be a combined check managed through USOC Sports Medicine (separately arranged background checks will not be considered).
2.20. Be approved for nomination through the USOC’s Sports Medicine Division.
2.21. Possess successful experience with international field hockey teams, including male.
2.22. Ability to build good rapport with athletes and coaching staff

In addition, Coaches Must:

2.23. Possess a high level of specific technical and tactical knowledge of field hockey.
2.24. Assistant Coach(es) – must have demonstrated success at national or international level and strong technical, tactical and opposition analysis understanding. Previous tournament experience and administrative skills are also preferred.

In addition, Technical Personnel (video analyst) Must:

2.25. Possess appropriate experience and expertise as a video analyst.
2.26. Must have proven capability and experience in videoing international field hockey, knowledge of the game, using sports code and is familiar with coding, analyzing and summarizing reports as required by the coaching staff.
3. Describe the process that candidates shall follow to express interest in being considered for a Games Staff position, in each category below:

Head Coach, Assistant Coach, Team Leader (Team Manager)
USA Field Hockey will not solicit applications for these positions as those positions will be filled by either current employees or current contractors.

Additional Assistant Coaches

USA Field Hockey will be accepting applications for an Assistant Coach Position(s). (Please see below).

Medical
USA Field Hockey will not solicit applications for the Pan American Games medical positions as a strong pool of candidates with experience with international field hockey exists.

Video Analyst
USA Field Hockey will not solicit Application for the Pan American Games Team Video Analyst as a strong pool of candidates with experience with international field hockey exists.

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

Team Leader: See number 3 above

Head Coach and One Assistant Coach
The Men’s National Team Coach will be the Pan American Games Head Coach. The currently contracted U.S. Men’s National Team Assistant Coach will be named an Assistant Pan American Games Coach.

Additional Assistant Coaches
The additional USA Field Hockey Assistant Coach positions will be announced on the USA Field Hockey website and we will interview recommend the best candidate based on the criteria in 2.1-2.17 and 2.24-2.25 and the needs of the team. We will hire this position by May 15, 2019. Applicants will have until April 30, 2019 to apply via Teamwork Online. We will interview the top candidates via phone call. Rutger Wiese, Simon Hoskins, Lauren Crandall and Caitie Tornes will be involved in the interview process.

Medical:
Medical (PT, ATC, Physio, or DC): USA Field Hockey has a strong pool of medical personnel who meet the criteria above and the Men’s National Team Head Coach and Director of Coach Education will recommend a candidate for the positions who best meets the criteria.
in Section 2 for approval by the Executive Director and Athlete Representative identified in Section 6 below.

Technical:
Video Analyst – must have proven capability and experience in videoing international field hockey, knowledge of the game, using sports code and is familiar with coding, analyzing and summarizing reports as required by the coaching staff. We will hire this position by May 15, 2019. Applicants will have until April 30, 2019 to apply via Teamwork Online. We will interview the top candidates via phone call. Rutger Wiese, Simon Hoskins, Lauren Crandall and Caitie Tornes will be involved in the interview process.

5. Describe the removal of Games Staff:

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

5.1. Voluntary withdrawal. Games Staff nominee must submit a written letter to the USA Field Hockey’s Executive Director.

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

5.3. Inability to perform the duties required.

5.4. Violation of the USA Field Hockey’s Code of Conduct (Attachment B).

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 any applicable NGB/HPMO/PSO Code of Conduct, 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 #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 Field Hockey’s Executive Director will make the final approval for all staff and contracted positions. The USA Field Hockey Executive Director and Athlete Representative will approve non-staff/contracted positions.

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, the USA Field Hockey’s Board or Ethics Committee, as appropriate, 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:

Medical Positions – April 25, 2019
Non-Medical Positions - May 15, 2019

9 Publicity/Distribution of Procedures:

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

Web site: www.usafielddhockey.com
These procedures will be posted as soon as possible, but not more than five days following notice of approval by the USOC.

9.1 Other (if any): N/A

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<td>Simon Hoskins</td>
<td></td>
<td>4/26/19</td>
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<tr>
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* 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 NGB/HPMO/PSO, 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, the NGB/HPMO/PSO must designate an athlete from that sport to review and sign the Selection Procedures.

Attachment A

USOC Sports Medical Games Requirements

PURPOSE

The USOC has developed medical requirements to ensure the safety of athletes during Games (Olympic, Paralympic, Pan American and Para Pan American, etc.). This policy addresses equipment requests and minimum standards for all NGBs/HPMOs/PSOs (NGBs from here forward) and medical providers attending games.

POLICY

1. Requests

NGBs must identify medical support requests to the USOC Sports Medicine department. These requests must specify any supplies, equipment, and other medical support provided at the Games. Anti-doping concerns or comments should also be identified. Collected information will be reviewed by the USOC Managing Director of sports medicine who will then identify and communicate the level of support to be provided by USOC Sports Medicine. Any changes to the requested sports medicine support should be immediately forwarded to USOC Sports Medicine. In cases where medical services or materials are not identified, the USOC cannot guarantee support for additional or late requests because of time, budget and other factors.

2. NGB Health Care Providers

NGBs must nominate and allocate Games credentials to NGB identified health care provider(s) to support the NGB sports medicine needs during the games. Any potential NGB medical provider who could be nominated to provide services must be identified by the NGB no later than the due date for the respective Games Long List. Additionally, all NGB medical providers must meet the criteria as identified in the NGB’s approved Additional Officials Selection Procedures, along with the additional criteria outlined below.
The medical staffing list will include anyone who will potentially be credentialed by the NGB and/or use a day pass to provide services at an Olympic/Paralympic Village or a High Performance Training Center. Health care providers must meet minimum qualification standards which are identified below by their specialty without exception. NGBs must ensure their identified medical staff can meet these standards prior to advancing their nomination for a Games credential or day pass access. If the provider is not licensed in the United States, they may be ineligible to be credentialed. In order to meet expected standards of care and mitigate risk management issues, selected provider(s) must meet the below minimum qualifications in addition to the Selection Procedures criteria to provide medical services at games. These qualifications include:

1) Meet all criteria identified in the USOC Volunteer Program Application for specific specialty (Attachments located at www.teamusa.org/medicalvolunteer). On occasion, specific supporting documentation will be requested at the discretion of USOC Sports Medicine.

2) Successfully pass a medical credential review and criminal background check at or above USOC standards with the National Center for Safety Initiatives (NCSI)

3) Review of the venue emergency action plan with USOC Sports Medicine staff prior to the first scheduled practice or event.

4) Complete required Medical Team Education Modules addressing Anti-Doping, Safe Sport and/or other prerequisite training.

Appendix: Location of criteria:
- Athletic Trainer Qualification Criteria – located at www.teamusa.org/medicalvolunteer
- Physical Therapist Qualification Criteria - located at www.teamusa.org/medicalvolunteer
- Doctor of Chiropractic Qualification Criteria - located at www.teamusa.org/medicalvolunteer
- Physician Qualification Criteria - located at www.teamusa.org/medicalvolunteer
- Massage Therapist Qualification Criteria - located at www.teamusa.org/medicalvolunteer
USA Field Hockey Code of Conduct/Member Waiver

For and in consideration of United States Field Hockey Association, Inc. ("USA Field Hockey") allowing me, the undersigned, to participate in any USA Field Hockey sanctioned event, including but not limited to, athletic competitions, games, tournaments, practices, camps, clinics, tryouts and related activities sanctioned by USA Field Hockey (the "Event" or "Events"); I, for myself, and on behalf of my spouse, children, guardians, heirs and next of kin, and any legal and personal representatives, executors, administrators, successors and assigns, hereby agree to and make the following contractual representations pursuant to this Waiver and Release of Liability, Assumption of Risk and Indemnity Agreement (the "Agreement");

1. I hereby represent that (i) I am at least eighteen (18) years of age or older; (ii) I am in good health and in proper physical condition to participate in the Event; and (iii) I am not under the influence of alcohol or any illicit or prescription drugs which would in any way impair my ability to safely participate in the Event. I agree that it is my sole responsibility to determine whether I am sufficiently fit and healthy enough to participate in the Event, that I am responsible for my own safety and well being at all times and under all circumstances while at the Event.

2. I understand and acknowledge the risks and dangers associated with participation in the sport of field hockey, the Events and related activities, including without limitation, the potential for serious bodily injury, sickness and disease, permanent disability, paralysis and loss of life; loss of or damage to equipment/property; exposure to extreme conditions and circumstances; contact with other participants, coaches, umpires, officials, spectators, animals or other natural or manmade objects; dangers arising from adverse weather conditions; imperfect field conditions; land, water and surface hazards; equipment failure; inadequate safety measures; participants of varying skill levels; situations beyond the immediate control of the Event Organizers; and other undefined, not readily foreseeable and presently unknown risks and dangers ("Risks"). I understand that these Risks may be caused in whole or in part by my own actions or inactions, the actions or inactions of others participating in the Event, or the negligent acts or omissions of the Released Parties defined below, and I hereby expressly assume all such Risks and responsibility for any damages, liabilities, losses or expenses which I incur as a result of my participation in any Event.

3. I agree to be familiar with and to abide by the Rules and Regulations established for the Event, including but not limited to the Competitive Rules adopted by USA Field Hockey and any safety regulations established for the benefit of all participants. I accept sole responsibility for my own conduct and actions while participating in the Event.

4. I agree to abide by and be bound by the applicable USA Field Hockey Bylaws, Code of Conduct and Competition Rules and the SafeSport rules, policies and procedures promulgated by the U.S. Center for Safe Sport as they may be amended from time to time. I agree to be subject to the jurisdiction of the U.S. Center for Safe Sport and agree that any sanctions imposed by the Center extend to my participation in all USA Field Hockey events or activities and may be posted publicly and include information regarding the misconduct involved.
5. I understand and agree that the FIH Anti-Doping Rules and U.S. Anti-Doping Agency Protocol for Olympic and Paralympic Movement Testing (USADA Protocol) and all other policies and rules adopted by the FIH, USADA, and the USOC apply to me and that it is my responsibility to comply with those rules. I agree to submit to drug testing at any time and understand that the use of methods or substances prohibited by the applicable anti-doping rules would make me subject to penalties including, but not limited to, disqualification and suspension. If it is determined that I may have committed a doping violation, I agree to submit to the results management authority and processes of USADA, including arbitration under the USADA Protocol, or to the results management authority of the FIH and/or my national federation, if applicable or referred by USADA.

6. I hereby Release, Waive and Covenant Not to Sue, and further agree to Indemnify, Defend and Hold Harmless the following parties: USA Field Hockey, its member athletes/players, clubs, coaches, umpires, trainers, officials, national teams and futures regions; United States Field Hockey Foundation; United States Olympic Committee (USOC); the Event Owners, Directors, Organizers, Promoters, Sponsors and Advertisers; the Host Facility/Venue and the Property Owners or Operators where the Event takes place; Law Enforcement Agencies and other Public Entities providing support for the Event; and each of their respective parent, subsidiary and affiliated companies, officers, directors, partners, shareholders, members, agents, employees and volunteers (Individually and Collectively, the "Released Parties" or "Event Organizers"), with respect to any liability, claim(s), demand(s), cause(s) of action, damage(s), loss or expense (including court costs and reasonable attorneys fees) of any kind or nature ("Liability") which may arise out of, result from, or relate in any way to my participation in the Event, including claims for Liability caused in whole or in part by the negligent acts or omissions of the Released Parties. I further agree that if, despite this Agreement, I, or anyone on my behalf, makes a claim for Liability against any of the Released Parties, I will indemnify, defend and hold harmless each of the Released Parties from any such Liabilities which any may be incurred as the result of such claim.

I hereby warrant that I am of legal age and competent to enter into this Agreement, that I have read this Agreement carefully, understand its terms and conditions, acknowledge that I will be giving up substantial legal rights by signing it (including the rights of my spouse, children, guardians, heirs and next of kin, and any legal and personal representatives, executors, administrators, successors and assigns), acknowledge that I have signed this Agreement without any inducement, assurance or guarantee, and intend for my signature to serve as confirmation of my complete and unconditional acceptance of the terms, conditions and provisions of this Agreement. This Agreement represents the complete understanding between the parties regarding these issues and no oral representations, statements or inducements have been made apart from this Agreement. If any provision of this Agreement is held to be unlawful, void, or for any reason unenforceable, then that provision shall be deemed severable from this Agreement and shall not affect the validity and enforceability of any remaining provisions.