

**USA SYNCHRO
GAMES STAFF SELECTION PROCEDURES
2020 OLYMPIC GAMES
January 13, 2019**

These procedures provide for selection of USA Synchro’s **Games Staff** for the 2020 Olympic 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 USA Synchro.

1. Describe the specific Games Staff position(s) that USA Synchro is requesting.

| USOC Role Name - (Games Function) | Responsibility |
|--|--|
| Team Leader | Serve as primary point of contact and liaison between the USOC and USA Synchro before, during and after the Games. |
| Head Coach | Prepare athletes/teams for success on the field of play. |
| Assistant Coach | Prepare athletes/teams for success on the field of play. |
| Medical Personnel | Provide appropriate medical care to the athletes. |
| Assistant Team Manager | Provide support to the Team Leader as well as the athletes/teams. |

2. What are USA Synchro’s criteria for the above Games Staff position(s) (attach a job description, if any)?

USA Synchro’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 USA Synchro 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 (*if applicable*).
- 2.5. Be responsible for Team’s adherence to all rules regarding discipline at the Games (*if applicable*).

- 2.6. Fulfill all duties and requirements of the USOC including attendance at USOC Games related meetings *(if applicable)*.
- 2.7. Be available for entire duration of the Games *(if applicable)*.
- 2.8. Have USA Synchro's approval to make financial decisions regarding the Team *(if applicable)*.
- 2.9. Possess high level, specific technical and tactical knowledge of the sport *(if applicable)*.
- 2.10. Have thorough knowledge and understanding of the IF rules and regulations governing the sport *(if applicable)*.
- 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 a currently employed staff member or contractor of the USA Synchro.
- 2.14. Be listed on USA Synchro's Long List and must successfully complete all Games Registration requirements by stated deadlines.
- 2.15. Participate in USADA training as required for position *(if applicable)*.
- 2.16. Successfully complete the US Center for Safe Sport's awareness training and education program.

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).
- 2.19. Meet the required experience and proficiency levels as determined by USOC Sports Medicine and outlined in Attachment A and the documents found at www.teamusa.org/medicalvolunteer
- 2.20. Be approved for nomination through the USOC's Sports Medicine Division.

In addition, Head Coach and Assistant Coach positions must:

- 2.21. Possess a high level of specific technical and tactical knowledge of the sport.
- 2.22. Have previous skill coaching at international championships such as World Championships, Pan American Games and/or previous Olympic Games.
- 2.23. Be the currently employed or contracted coaches for the USA Synchro National Team and have traveled with and coached the team during the past year at international and/or domestic competitions.

In addition, Team Leader must:

- 2.22. Possess appropriate experience relative to the position/area of expertise for which they may be nominated.

- 2.23. Have experience and proven ability leading teams at the national and international level – candidates with previous experience as Team Leaders for USA Synchro at Pan American Games or World Championships will be given higher consideration.
- 2.24. Have a comprehensive knowledge and understanding of USA Synchro’s Athlete Selection Procedures for the 2020 Olympic Games.
- 2.25. Have an understanding of the applicable Qualification System and Technical Manual for the 2020 Olympic Games.
- 2.26. Serve as the primary USA Synchro contact for the team’s planning and participation in the Games, to include working with various USOC divisions
- 2.27. Attend all technical meetings at the Games.
- 2.28. Be available to the USOC, USA Synchro’s athletes, and coaches and staff in the months leading up to and through the conclusion of the Games.
- 2.29. If needed, arrive at Team Processing at least one day before the Team. Must also be available until the departure of the last athlete on the Team from the Games site unless other arrangements are approved by the USOC in advance.
- 2.30. Live in the Athlete Village or wherever the team resides
- 2.31. Be responsible for the Games wrap up (at the site) and must complete post-Games submission of reports and accounting information to the USOC.

In addition, Assistant Team Manager must:

- 2.32. Possess appropriate experience relative to the position/area of expertise for which they may be nominated.
- 2.33. Have experience in team management at international competitions such as World Championships, Pan American Games or even previous Olympic Games.

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

USA Synchro will not solicit applications for the Games Staff position(s). The Games Staff position(s) will be filled by current USA Synchro employees and/or contractors.

The number of available Staff accreditations will be allocated based on the number of athletes qualified to compete at the 2020 Olympic Games. USA Synchro will utilize accreditations and fill Games Staff positions accordingly, with the team’s safety and performance support as top priorities.

- 4. Describe the removal of Games Staff:

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

- 4.1. Voluntary withdrawal. Games Staff nominee must submit a written letter to USA Synchro’s President.

- 4.2. Injury or illness as certified by a physician (or medical staff) approved by USA Synchro. If the individual refuses verification of his/her illness or injury by a physician (or medical staff) approved by USA Synchro, his/her injury will be assumed to be disabling and he/she may be removed.
- 4.3. Inability to perform the duties required.
- 4.4. Violation of USA Synchro'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 USA Synchro's 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.

6. Which group/committee will make the final approval of the Games Staff position(s)?

USA Synchro's President will make the final approval.

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, USA Synchro'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:

April 17, 2020

9. Publicity/Distribution of Procedures:

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

- 9.1. Web site: www.usasynchro.org

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

9.2. Other (if any): N/A

| Position | Print Name | Signature | Date |
|--|------------------------------|--|------------------|
| USA Synchro Chief Executive Officer | Adam Andrasko |  | <u>1/16/2019</u> |
| USA Synchro President and Acting High Performance Director | Linda Loehndorf |  | <u>1-15-19</u> |
| USOC Athletes' Advisory Council Representative* | Morgan Fuller <u>Kolsrud</u> |  | <u>1-17-19</u> |

* 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 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 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 Games Staff 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

ATTACHMENT B

2018-2020 SENIOR NATIONAL TEAM AGREEMENT AND CODE OF CONDUCT

United States Synchronized Swimming, Inc. ("USA Synchro") congratulates you on your selection to the 2018-2020 Senior National Training Squad! Because of the many privileges and responsibilities which National Team Athletes, Coaches, Team Managers and other members of the official delegation receive and incur as representatives of the United States and USA Synchro in international and national competition(s), USA Synchro requires that you sign this Agreement as a condition of your becoming a member of the 2018-2020 Senior National Training Squad. This is a legally binding document, so please read it carefully before you sign it.

AGREEMENT

In order to meet its obligations as the National Governing Body for the sport of synchronized swimming, including fielding teams to represent the United States in international competitions, USA Synchro selects and trains the National Teams.

I hereby accept USA Synchro's offer that I become a member of its 2018-2020 Senior National Training Squad, and hereby agree to comply with each and all of the following terms and conditions. I recognize that, as a member of the National Team, I am serving as a representative of the thousands of people participating in synchronized swimming throughout the United States who are members of USA Synchro, and I will conduct myself accordingly.

1. Participation in Year-round Training, Training Camps, Exhibitions and/or Competitions.

- a. If I am participating as an Athlete, I will comply with all training requirements established by the High Performance Director (or designee), Coaches and/or Team Manager. This includes, but is not limited to, requirements that I:
 - (1) participate in all 2018-2020 Senior National Training Squad training and training camps for the full duration of those camps, unless excused by the High Performance Director (or designee) and/or Coaches in writing;
 - (2) attend all practices and events; follow established procedures and present proper documentation when, under extenuating circumstances, I am unable to attend;
 - (3) adhere to training schedules and regimens provided by the Coaches;
 - (4) participate in all required psychological, technical and physical testing;
 - (5) maintain myself in competition-ready physical condition during vacation periods;
 - (6) Use my best efforts to keep myself in good health, and will:
 - (a) practice a safe and proactive approach to prevent illness and injury. I will promptly report any illness and/or injury to the Coaches; and

- (b) maintain appropriate and healthy nutrition habits to sustain my ability to train and compete at the high intensity levels required for elite athletes.

An athlete who declines an invitation to a training camp, competition or exhibition, unless excused prior to the camp, competition or exhibition by the High Performance Director (or designee) and/or Coaches in writing, will be removed from the National Team or Squad.

- b. As an Athlete, I will be available to:
 - (1) participate in national or international competitions and exhibitions when invited to do so by USA Synchro; and
 - (2) perform to the best of my ability whenever participating in any competition or exhibition.
- c. If I am participating as a Coach or Team Manager, I will comply with all requirements established by USA Synchro, including that I will:
 - (1) participate in all National Team or Squad training camps for the full duration of those camps, unless excused by the High Performance Director (or designee);
 - (2) prepare and implement training schedules and regimens for athletes;
 - (3) voice all concerns and comments within the coaches/team meetings and not in front of the athletes;
 - (4) refrain from gossip and any conversations or activities which could be construed as inappropriate or divisive;
 - (5) support the decisions of, and be responsive to the High Performance Director (or designee); and;
 - (6) not voice concerns, selection/competition results, or other information from training/preparation or selection to non-national team members via phone, e-mail or other methods.
- d. As a Coach or Team Manager or other member of a delegation, I will be available to:
 - (1) participate as such at national or international competitions and exhibitions when requested to do so by USA Synchro; and
 - (2) perform my duties to the best of my ability whenever participating in any competition or exhibition.

- 2. **Reimbursement of USA Synchro and the USOC Upon Withdrawal.** I hereby acknowledge that if I voluntarily withdraw from the 2018-2020 Senior National Training Squad, or from any training camp, competition or exhibition for which my participation is expected as a National Team or Squad member,

- a. I shall reimburse USA Synchro for costs incurred on my behalf associated for the 2018-2020 Senior National Training according to the following rules:
 1. Prior to the 2019 World Championship and 2019 Pan American Games: I shall pay USA Synchro a flat fee of \$3,000.
 2. Prior to the 2020 Olympic Games Qualification Tournament: I shall pay USA Synchro a flat fee of \$4,000.
 3. Prior to the 2020 Olympic Games: I shall pay USA Synchro a flat fee of \$5,000.

I understand and agree that any premature departure by me from the expected activities of the 2018 National Team shall be deemed to be a voluntary withdrawal, except a departure necessitated by my injury or illness certified by a USOC or USA Synchro physician, or an extreme personal or family emergency. In case of a dispute, I agree that the USA Synchro National Team Review Subcommittee shall determine whether the withdrawal is voluntary. I will not be able to enter a National Team or Squad selection trials until I have paid in full the penalty fee for withdrawing from the National Team or Squad.

3. **Compliance with Rules.** I will abide by the rules for synchronized swimming events and participants as established by USA Synchro and/or Federation Internationale de Natation Amateur (FINA).
4. **Code of Conduct.** I will comply at all times and in every respect with the "Code of Conduct for United States Synchronized Swimming Inc.," a copy of which is attached hereto when attending USA Synchro-sponsored training and camps or participating in a competition or exhibition as a National Team or Squad Athlete, Coach, Team Manager, or other member of the National Team program.
5. **Eligibility Rules.** As an Athlete, I will comply at all times and in every respect with the eligibility rules established by FINA and USA Synchro.
6. **Banned Substances.** As an Athlete, I will not commit a doping violation as defined by the International Olympic Committee (IOC), the World Anti-Doping Agency ("WADA"), FINA, the U.S. Anti-Doping Agency ("USADA") or the USOC.

I AGREE TO SUBMIT TO PERIODIC, UNANNOUNCED DRUG TESTS AS CONDUCTED BY THE IOC, WADA, FINA, USADA OR THE USOC.

I understand and agree that the WADA and FINA 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 WADA, FINA, 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 the 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 the results management authority and processes of USADA, including arbitration under USADA PROTOCOL, or to the results management

authority of WADA, FINA and/or my national federation, if applicable or referred by USADA.

7. **Travel and Lodging.** I agree to travel with the National Team and use the food and lodging services provided for the National Team. If for any reason I cannot do so, I hereby assume any and all additional costs resulting from my decision not to take advantage of (or to change) the transportation, food and/or lodging services provided by USA Synchro while traveling with the National Team.
8. **Passport.** I will have in my possession at all times a valid and current passport when attending USA Synchro-sponsored training, camps or participating in a competition or exhibition as a National Team Athlete, Coach, Team Manager, or other member of the National Team. I will provide additional passport-style photos for use in visa applications. I will notify the USA Synchro Team Manager of my passport number, place of issue and date of issue.
9. **Appearance.** I will dress in appropriate USA Synchro apparel provided by USA Synchro's national suppliers and sponsors, as required, including warm-up, competitive and travel apparel. I will refrain from wearing apparel manufactured by or displaying the logo of a competitor of USA Synchro's national suppliers and sponsors when:
 - a. I attend USA Synchro-sponsored training or camps, participating in competitions or exhibitions;
 - b. I participate in public or media appearances as a member of the National Team;
 - c. I appear in any advertisement or other commercial promotion in which my name or likeness is associated with the National Team.
10. **Promotional Activities.** I will participate in promotional events arranged to publicize USA Synchro, the sport of synchronized swimming and competitions in which the National Team will participate. I further understand and agree that USA Synchro has the sole and exclusive marketing rights to the name of the National Team, and that in arranging for my participation as part of such exhibitions, USA Synchro is acting as the owner of those intellectual property rights and not as an agent for me as an athlete.
11. **Social Media.** As a member of USA Synchro's National Team, you are expected to represent USA Synchro in a positive and professional manner at all times. This includes on social media (Facebook, Twitter, Instagram, Snapchat, etc). You must not publish the following types of photos/videos or public statements on any public website:
 - a. Photos of you or team members drinking alcohol, or giving the impression of drinking alcohol. No photos with cups or any type of bottles allowed.
 - b. Photos of you or team members posed with other people who are drinking, or who are giving the impression of drinking alcohol.
 - c. Photos of you or team members who are nude, or wearing only undergarments or photos with suggestive sexual connotation.
 - d. Use of profanity, by you or any person posting on your site.

- e. Statements or photographs reflecting a negative image of USA Synchro.
- f. Statements or photographs meant to harm or humiliate a teammate or a competitor.

As a general rule, use common sense: if the photo/statement is questionable, it should not be posted.

Failure to take public image seriously, by posting inappropriate photos and/or comments on a public website, may result in sanctions as defined below.

- 12. **Media Activities.** I will submit to reasonable requests for media interviews arranged by or through USA Synchro. (USA Synchro will consider your time commitments, previous obligations and specific training requirements when scheduling such interviews).
- 13. **Use of Image.** I grant to USA Synchro the non-exclusive right to use, license, assign, sell or otherwise use my name, image likeness, voice or performance as an Athlete, Coach or Team Manager of the National Team (in accordance with NCAA regulations if applicable) indefinitely for the purposes of:
 - a. promoting the sport of synchronized swimming, my achievements as a synchronized swimmer, and the work of USA Synchro (including sponsorship solicitation materials).
 - b. promoting events sponsored or sanctioned by USA Synchro, provided, however, that this right shall not extend to events which have a title or presenting sponsor that is a competitor of a company with which I have an endorsement relationship;
 - c. producing educational or safety materials;
 - d. producing television broadcasts, recordings or other factual accounts of the performance of the National Team or its members;
 - e. raising funds for USA Synchro through the sale of merchandise (including photographs, posters and prints) featuring images of the National Team or any images or collection of images featuring more than one member of the National Team; and
 - f. allowing a company to identify itself as a national sponsor or official supplier of USA Synchro in advertising or promotions approved by USA Synchro. The permission given in this Subsection 12(f) is subject to the following limitations:
 - (1) that the use of my name, picture, image or performance by a national sponsor or official supplier be used only in connection with that company's reference to its status as a sponsor or supplier of USA Synchro or its National Team, and not to represent that I personally endorse the company's product or service; and
 - (2) any use, license or assignment made by USA Synchro pursuant to this Subsection 12(f) and prior to the expiration of this Agreement may continue for the duration of calendar year 2018 and for the duration of any

contract entered into by USA Synchro which exceeds the 2018 calendar year.

- g. As part of this commitment, I agree to pose for National Team pictures.
 - h. This license shall survive the expiration of the Term of this Agreement.
 - i. USA Synchro agrees to advise National Team athletes when it plans to use their images for the purposes set forth in Section 12 (f) (1).
- 14. **Medical Attention.** I give my consent to USA Synchro to provide, through a medical staff of its choice, customary medical care and athletic training, transportation and emergency medical services as warranted in the course of my participation as an Athlete, Coach, Team Manager or other official member of the National Team. I also understand that if I am injured and/or sick and unable to train with the National Team, the Coaches and High Performance Director may remove me from the National Team and replace me with another athlete.
- 15. **Waiver and Release.** I AM FULLY AWARE OF THE RISK OF CATASTROPHIC INJURY, PARALYSIS, AND EVEN DEATH, AS WELL AS OTHER DAMAGES AND LOSSES, ASSOCIATED WITH PARTICIPATION IN SYNCHRONIZED SWIMMING. I FURTHER AGREE THAT UNITED STATES SYNCHRONIZED SWIMMING INC., AND ITS SPONSORS, SUPPLIERS, EMPLOYEES, AGENTS, ATHLETES, COACHES, TEAM MANAGERS, OFFICERS AND DIRECTORS SHALL NOT BE LIABLE FOR ANY LOSS OR DAMAGES OCCURRING AS A RESULT OF MY PARTICIPATION IN SYNCHRONIZED SWIMMING, EXCEPT FOR THAT WHICH RESULTS DIRECTLY FROM THE GROSS NEGLIGENCE OR WILLFUL MISCONDUCT OF ANY OF THE ABOVE.
- 16. **Term.** This Agreement is effective from the date of the Athlete's / Parent's, Coach's or Team Manager's signature to August 31, 2020 or the day after the end of the last competition.
- 17. **Discipline.** I understand and acknowledge that, in the event that I do not fully discharge each of the above responsibilities that I have undertaken as a National Team Athlete, Coach or Team manager, I will be subject to any or all of the following disciplinary actions which may be taken by USA Synchro:
 - a. Private Action: I may be counseled individually and in private by members of the National Team staff, USA Synchro officers or their designees.
 - b. Immediate Action: After a meeting with the Coaches, the High Performance Director (or designee), the National Team staff or USSS officers, I may be temporarily or indefinitely suspended or removed from all National Team activities, including, if I am an Athlete, that I may be immediately scratched from competitions in which I am entered and if I am a Coach or Team Manager, I may be precluded from participating in competitions, and may be sent home. I acknowledge that, if I am advised that I will be precluded from participating in a competition for disciplinary reasons, I have a right to a hearing.

- b. Delayed Action: USA Synchro may recommend that its National Team Review Subcommittee investigate my actions. If the Subcommittee requires my attendance at/or participation in one or more hearings, I will attend at my own expense.
- c. Final Action: Upon recommendation of the National Team Review Subcommittee, disciplinary proceedings before the USA Synchro National Board of Review may be convened against me.

18. **Governing Law.** This Agreement is governed by the laws of the State of Colorado.

The signatures of the parties below indicate their willingness to be bound by the terms of this agreement.

I HEREBY CERTIFY THAT I HAVE READ THE FOREGOING AGREEMENT AND AGREE TO BE BOUND BY ITS TERMS.

Name of Athlete, Coach or Team Manager Date

I HEREBY CERTIFY THAT I HAVE READ THE FOREGOING AGREEMENT AND MY CHILD'S ACKNOWLEDGEMENT AND AGREE THAT MY MINOR CHILD WILL ABIDE BY THE AGREEMENT.

Signature of Parent if Athlete, Coach Date
or Team Manager is under 18

Representative of United States Synchronized Swimming Inc. Date