



**ATHLETE SELECTION PROCEDURES
2016 SENIOR NATIONAL TEAM
June 5, 2015 (Amended March 23, 2016)**

I. SELECTION SYSTEM

Selection System Overview

The athlete selection system for the 2016 National Team is objective based through qualification events that include the 2015 State Championships, the 2015 National Taekwondo Championships, **the final 2016 WTF Olympic Point Rankings, the 2016 Continental Olympic Qualification Tournament**, the 2016 National Team Trial, the 2016 National Team Fight-off. 2016 National Team Members **may** be selected to compete in the 2016 Pan American Taekwondo Championships.

A. Provide the minimum eligibility requirements for an athlete to be considered for nomination to the Team:

1. Citizenship:

- a. Athlete meets eligibility and nationality requirements as presented by USA Taekwondo in compliance with the minimum International Federation standards for participation (item I.A.2.).
- b. All athletes must be U.S. Citizens in order to compete.

2. Minimum IF standards for participation (if any):

- a. World Taekwondo Federation (WTF); Rules of Competition, Article 4. Contestants, Section 1
http://www.wtf.org/wtf_eng/site/rules/competition.html
 - Holder of the nationality of the participating team.
 - One recommended by the WTF National Taekwondo Association.
 - Holder of Taekwondo Dan certificate issued by the Kukkiwon or WTF.
 - Competitors must be at least 17 years of age on December 31, 2016

3. Other requirements (if any):

- a. Athlete must be a USA Taekwondo member in good standing.
- b. Athletes must compete in the World Class, Black Belt division.

4. Performance Waivers

- a. All athletes who made weight and participated in the February 2015 National Team Trials receive a performance waiver from Phase 1 – Qualifying Events and are granted a performance waiver into Phase 2 – National Taekwondo Championships.
- b. If an athlete was the winner of the February 2015 National Team Trial/Fight-off he/she will be granted a performance waiver from Phase 1 – Qualifying Events, as well as Phase 2 – 2015 National Taekwondo Championships and granted an entry into Phase 3 – 2016 National Team Trial. In Phase 3, athletes receiving performance waivers may compete in the weight division of their choice. Weight divisions must be declared **by the USAT Final**

Registration Deadline.

- c. 2015 Senior National Team Members may compete in Phase 1 – Qualifying Events, as well as Phase 2 – 2014 National Taekwondo Championships in the weight division of their choice. However, they will forfeit their performance waiver into Phase 3 – 2016 National Team Trial and must place in the top four at the 2015 National Taekwondo Championships World Class division in order to compete in Phase 3 – 2016 National Team Trials
- d. Members of the 2015 Universiade Games Team who make weight and compete at the 2015 Universiade Games will receive a Performance Waiver directly to Phase 3, the 2016 Team Trials.
- g. In addition, a maximum of two (2) Wild Cards, per gender, into Phase 3 – National Team Trial, may be awarded per the USAT High Performance Staff's (High Performance Staff consists of the Executive Director, High Performance Director and the USOC AAC Representative) discretion to athletes who have a proven medical, family or personal reason for not having been able to compete at the 2015 National Championships, or to qualify through any other method cited in these procedures. Additional consideration will be given to the current WTF Point Ranking (as of December 31, 2015) of the athletes requesting Wild Card consideration, along with the competition record of that athlete over the past three (3) years.
- h. Only completed Wild card applications submitted to the USAT High Performance Department by December 1, 2015 will be taken into consideration. More information regarding the Wild Cards will be made available on the USA Taekwondo website. All applications will be carefully considered by the High Performance Staff. The High Performance Staff is not required to fill any or all of the Wild Card quotas. Any members of the High Performance Staff for whom a direct conflict of interest arises (to include, but not be limited to, a competing athlete, a personal coach or a family member of a competing athlete being considered for nomination to the 2016 National Team), will recuse him/herself from any decisions that could affect athlete selection. Should the Head National Team Coach have a conflict for a particular athlete and/or division; USAT Executive Director, along with the High Performance Director and the USOC AAC Representative shall make the final decision.

B. Provide a brief summary outlining how an athlete is selected as a nominee to the Team (include maximum team size).

The 2016 National Team is made up of sixteen (16) athletes - one in each of the eight (8) male & eight (8) female weight divisions.

Weight Division Classification for the 2016 National Team

Men's Division		Women's Division	
Not exceeding 54 kg	Fin	Not exceeding 46 kg	Fin
Over 54 kg & not exceeding 58 kg	Fly	Over 46 kg & not exceeding 49 kg	Fly
Over 58 kg & not exceeding 63 kg	Bantam	Over 49 kg & not exceeding 53 kg	Bantam
Over 63 kg & not exceeding 68 kg	Feather	Over 53 kg & not exceeding 57 kg	Feather
Over 68 kg & not exceeding 74 kg	Light	Over 57 kg & not exceeding 62 kg	Light
Over 74 kg & not exceeding 80 kg	Welter	Over 62 kg & not exceeding 67 kg	Welter
Over 80 kg & not exceeding 87 kg	Middle	Over 67 kg & not exceeding 73 kg	Middle
Over 87 kg	Heavy	Over 73 kg	Heavy

The selection process for the 2015 National Team consists of four phases.

PHASE 1 – Qualifying Events

2015 State Championships

All athletes that register, make weight and compete at a 2015 State Championship will advance to Phase 2 – 2015 National Taekwondo Championships–World Class Division (Austin TX–July 2015).

2015 National Championships - Senior Grass Roots Division

Qualified athletes that competed at a sanctioned State Championships in one of the eight (8) Black Belt weight divisions – Senior Grass Roots Division will advance to Phase 2 –National Taekwondo Championships – World Class Division (Austin, TX. – July 2015).

PHASE 2 – 2015 National Taekwondo Championships

The semi-finalists per gender, in each of the eight (8) senior weight divisions from the World Class Black Belt division at the 2015 National Taekwondo Championships and all athletes receiving performance waivers will advance to Phase 3 – 2016 National Team Trials

PHASE 3 – 2016 National Team Trial

The finalists per gender in each of the eight (8) senior weight divisions from the 2016 National Team Trials will advance to Phase 4 – 2016 National Team Fight-Off

PHASE 4 – 2016 National Team Fight-Off

The winner per gender of the 2016 National Team Fight-Off in each of the senior weight divisions **not occupied by a 2016 Olympian** will earn a spot on the 2016 National Team. The 2016 National Team Athlete Agreement must be signed and adhered to. The 2016 National Team **may** compete at the 2016 Pan Am Taekwondo Championships.

- C. **Trials Events:** 1. Provide the event names, dates and location of all trials, events and/or camps to be used as part of the selection process.
- a. 2015 Sanctioned State Tournaments
 - 📅 Dates and locations can be found at the following link:
<http://www2.teamusa.org/USA-Taekwondo/Events.aspx>
 - b. 2015 National Taekwondo Championships
 - 📅 Grass Roots Divisions – July 2015, Austin, TX.
 - 📅 World Class Division - July 2015, Austin, TX.

- c. 2016 National Team Trial & National Team Fight-off
📅 **April 30- May 1, 2016; Colorado Springs, CO**
- d. **2016 U.S. Olympic Team members are named to the 2016 Senior National Team in female -67 & +73 and male -80 & +87 weight divisions by virtue of having qualified for the 2016 Rio Olympic Games through an Olympic Team Trials Selection process. The Senior National Team may compete at the 2016 Pan Am Taekwondo Championships**

Competitors in the same weight class as an Olympian (listed in the paragraph above) will compete at Senior Team Trial to become the Replacement Athlete ('B' Team Member) and will receive the opportunity to compete at the 2016 Pan Am Taekwondo Championships should an Olympian choose not to compete. In this instance the Olympian will remain the 2016 National Team Member.

In the case that a 2016 Olympian chooses to compete at the 2016 Pan Am Taekwondo Championships, they must notify USA Taekwondo by close of business on March 28, 2016. Athletes that qualified for Senior National Team Trials in that weight division will be allowed to change weight classes, if they so desire.

Athletes affected by this will be notified by March 29, 2016 and will inform USA Taekwondo of their decision regarding a change in weight class by the USA Taekwondo Late Registration Deadline.

2. Provide event names, dates, locations and description of how athletes qualify for any "preliminary or qualifying" events or procedures that are prerequisites to attend any of the events listed above in C. 1 (if any).

- All USAT members who meet the eligibility criteria as defined in I.A., have a black belt and compete in the black belt, world class division are eligible.

D. Provide a comprehensive, step-by-step description of the method that explains how athletes will go through the selection process to become team nominees.

PHASE #1: Qualifying Events

Phase #1 represents the first step in making the 2016 National Team that starts with the 2015 Sanctioned State Championships, and the 2015 National Taekwondo Championships – Grass Roots Division. All athletes meeting the eligibility criteria listed in Section A of this document are eligible to compete in Phase 1.

2015 Sanctioned State Championships

All athletes that register, make weight and compete at a 2015 State Championship will advance to Phase 2 – 2015 National Taekwondo Championships – World Class Division (Austin TX.–July 2015).

2015 National Championships – Grass Roots Division

Qualified athletes that competed at a sanctioned State Championships in one of the eight (8) Black Belt weight divisions – Senior Grass Roots Division will advance to Phase 2 –National Taekwondo Championships – World Class Division (Austin, TX. – July 2014).

Athletes cannot participate in more than one weight division at the National Taekwondo

Championships. Athletes qualifying through a Qualifying Event are required to compete in the SAME weight division in which they qualified for Phase 2 - 2015 National Taekwondo Championships – World Class.

All athletes who qualify in two or more weight divisions must declare, by the late registration deadline of June 15, 2015 for the 2015 National Taekwondo Championships, as to which weight division they will participate.

Competition Format – Single Elimination

In Phase 1, all tournaments will be single-elimination format. In single-elimination format, the loser of each match is immediately eliminated from the competition bracket.

Seeding Criteria

In Phase 1, there will be no seeding criteria. All athletes will be seeded randomly. Athletes for Phase 1 will bear all expenses including entry fee, airfare, ground transportation and hotel.

PHASE #2: 2015 National Taekwondo Championships – World Class Division

All athletes that register, make weight and compete at a 2015 State Championship will advance to Phase 2 – 2015 National Taekwondo Championships – World Class Division (Austin TX.–July 2015).

And athletes receiving performance waivers as defined in section I.A.4. of this document will compete in PHASE 2 – 2015 National Taekwondo Championships - World Class Division

The semi-finalists, per gender, in each of the eight (8) weight divisions from the World Class Black Belt division at the 2015 National Taekwondo Championships will advance to Phase 3 – 2016 National Team Trial (Dates and locations to be determined).

Competition Format – Single Elimination

Phase 2 will be single-elimination format. In single elimination format, the loser of each match is immediately eliminated from the competition bracket.

Athletes qualifying through a Qualifying Event are required to compete in the SAME weight division at Phase 2 - 2015 National Taekwondo Championships – World Class. Athletes who qualify in two or more weight divisions must declare, by the late registration deadline of the 2015 National Taekwondo Championships, as to which weight division they will participate.

Seeding Criteria

Only those athletes who placed in the top 5 at the 2015 Senior Team Trials will be given a seed. The seed will only be granted if the athlete is competing in the same division that they competed in for the 2015 Senior Team Trials. Seeding will be done according to the order each athlete placed at the 2015 Team Trials (example: Gold medalist will receive #1 seed). All other participants will be placed in the brackets by random draw, with the attempt to separate by State and Club wherever possible.

The draws will be completed after weigh-ins by members of the USA Taekwondo Tournament Committee Staff.

Athletes for Phase 2 will bear all expenses including entry fee, airfare, ground transportation

and room and board.

Phase 3 – 2016 National Team Trials

The semifinalists, per gender, in each of the eight (8) weight divisions at the 2015 National Taekwondo Championships – World Class Division and those athletes receiving performance waivers are eligible to compete in the 2016 National Team Trial.

The winner or winners of each division, as outlined in the competition format below from the 2016 National Team Trial will advance to Phase 4 - 2016 National Team Fight-Off that will occur on the same dates immediately following the conclusion of the 2016 National Team Trial.

Athletes qualifying through the 2015 National Taekwondo Championships are required to compete in the SAME weight division in which they qualified for Phase 3 - 2016 National Team Trial unless meeting the criteria listed in section I.A.4 of these selection procedures.

Athletes for this tournament will bear all expenses including entry fee, airfare, ground transportation and room and board.

Competition Format for all divisions:

If 5 or less athletes register and make weight for a single weight division the athletes will compete in a Round Robin Competition Format as outlined below. The top 2 athletes per gender, per weight division will advance to the 2016 National Team Fight-Off.

If 6 or more athletes register and make weight in a single weight division the athletes will compete in a Double Elimination Format with seeding. The winner of the Double Elimination Bracket in each weight division is waived from Phase 4 – 2016 National Team Fight-Off and named to the 2016 National Team.

Round Robin Competition Format Explanation:

The round robin tournament format consists of all individuals playing each other one time. The round robin schedule has fixed schedules; all athletes know exactly who they play and what time they play them, which offers some advantage to athletes in preparing for the tournament and upcoming games. Seeding does not affect the outcome because the cumulative results of all games played will determine final standings.

The top two finishers of the 2016 National Team Trial will advance to Phase 4 – 2016 National Team Fight-Off that will occur on the same dates immediately following the conclusion of the round robin matches. In Phase 4, the division winner only needs to beat the second place athlete once to advance, while the second place athlete will need to beat the division winner twice to advance. In the case of a tie at the end of regulation, standard sudden death regulations apply.

The Drawing of Lots for Round Robin: The Drawing of Lots will take place at registration as each athlete checks-in for the event. Each weight division will have a separate bag with a ping pong ball with the number of seeds competing within the weight division. Each athlete will pick one ping pong ball from the bag which will be their corresponding seed. The seed of the athlete will be represented on the schedule which will be distributed to the athletes at registration. The drawing of lots will be completed for each weight division. If a pre-registered athlete does not show for weigh-in or does not make weight, his or her matches corresponding with his or her seed will remain in the schedule and no result will be determined for those matches. An

example of a four athlete schedule is below:

ROUND 1: 1 v 4 2 v 3
ROUND 2: 1 v 3 4 v 2
ROUND 3: 1 v 2 3 v 4

The following tie-breaking procedure will be administered to determine the top finishers should a tie for the top seed occur.

1. 2-way tie in round robin competition: a. This tie will be broken based upon head-to-head competition. If only two athletes have identical records, then the winner of the head-to-head competition shall be designated the number one seed and the loser of the head-to-head competition will be declared the number two seed.

2. 3-way tie in round robin competition: a. Each athlete will participate in the drawing of lots to determine the fight match-ups which will be as follows:

i. Match #1 – Draw B v. Draw C

ii. Draw A receives a bye

iii. Match #2 – Winner of Match #1 v. Draw A

iv. Determining Results

1. The winner of match #2 is declared the number one seed.

2. The loser of Match #2 is declared the number two seed.

a. The number one and number two seed will participate in a Fight-Off as described below.

3. The loser of Match #1 is declared the 3rd place finisher.

Double Elimination Format Explanation

Two defeats eliminate an entry in this tournament format. The losers in the first rounds move into the Loser's Bracket. The athletes that advance farthest in either bracket meet each other in the final match. Should the winner of the Loser's Bracket defeat the winner of the Winner's Bracket, the athletes are re-matched for the championship.

Byes are distributed in the first round of the original elimination brackets as in a single elimination tournament.

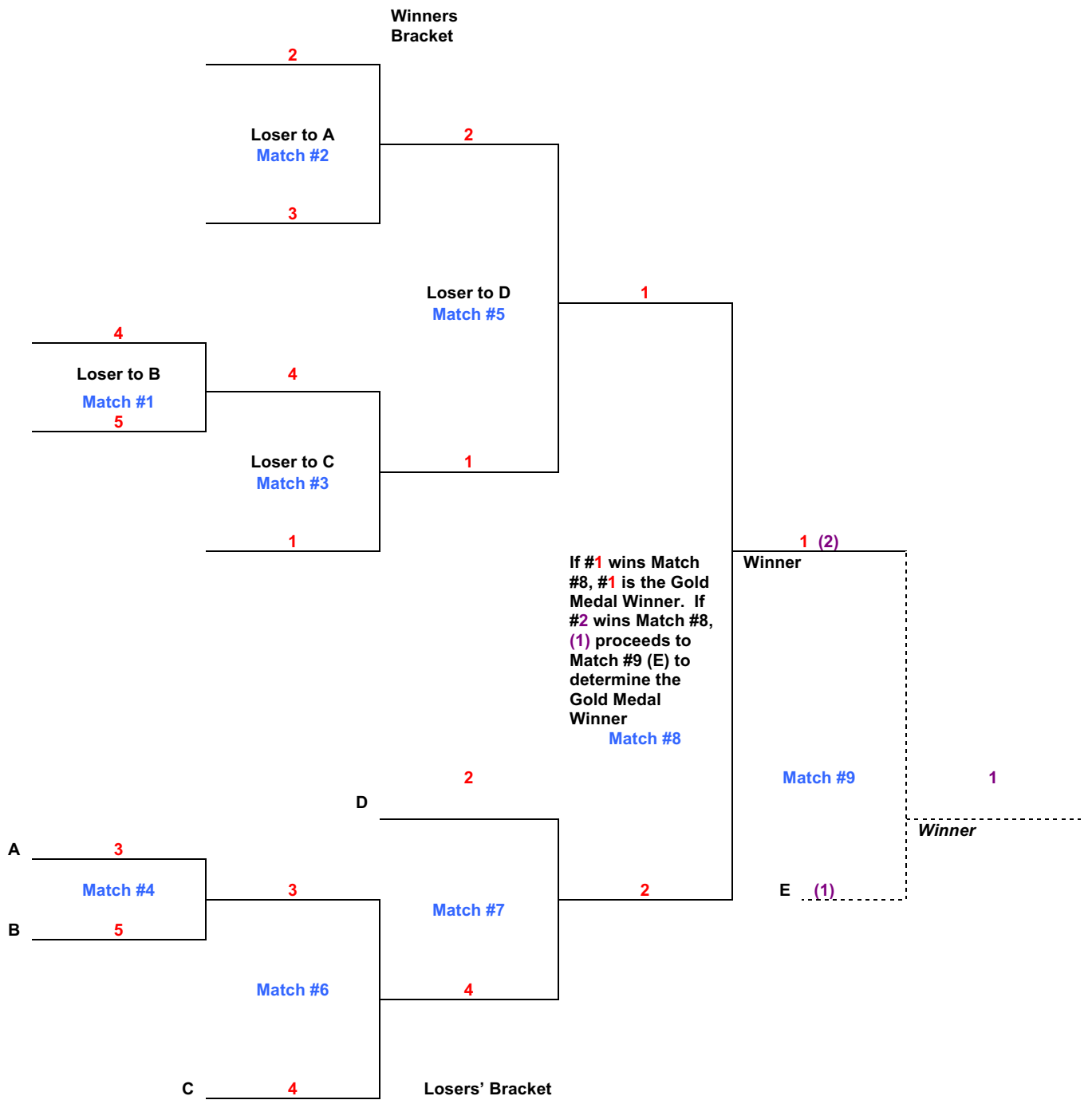
Seeding Procedures for Double Elimination:

Seeding for each weight division will be administered by the prioritized list below:

1. 2015 Grand Prix Final, Gold Silver or Bronze Medal winner in that respective order
2. 2015 World Championship, Gold Silver or Bronze Medal winner in that respective order.
3. Current WTF **World Point Rankings (April 2016)**; highest rank to lowest rank

4. 2015 Grand Prix #1, #2, or #3 Medal winner, Based on the number of medals won overall, highest number to lowest number. Ties will be broken based on (a) the most Gold Medals, (b) the most Silver Medals, (c) the most Bronze medals won.
5. Athletes who were members of BOTH the 2014 and 2015 National Team
6. 2015 Pan American Games Medalist.
7. 2015 Pan American Games Team Member.
8. This is followed by a random draw of all 1st place finishers from the PHASE 2 – 2014 National Taekwondo Championships – World Class Division
9. This is followed by a random draw of all remaining athletes receiving performance waivers.
10. This is followed by a random draw of all 2nd place finishers from the PHASE 2 – 2014 National Taekwondo Championships – World Class Division
11. This is followed by a random draw of all 3rd place finishers from the PHASE 2 – 2014 National Taekwondo Championships – World Class Division.
12. Athletes receiving Wild Cards.

For reference purposes, the double elimination bracket follows below:



Phase 4 – National Team Trial Fight-Off

The top two finishers, per gender, per division from the 2016 National Team Trial will face each other in a Fight-Off Format.

In the Fight-Off Format the division winner only needs to beat the second place athlete once to be declared the winner, while the second place athlete will need to beat the group winner twice to be declared the winner. In the case of a tie at the end of regulation, standard sudden death regulations apply. The winner in each weight division of the 2016 National Team Fight-Off earns a spot on the 2016 National Team.

2016 U.S. Olympic Team members are named to the 2016 Senior National Team in female -67 & +73 and male -80 & +87 weight divisions by virtue of having qualified for the 2016 Rio Olympic Games through an Olympic Team Trials Selection process. The Senior National Team may compete at the 2016 Pan Am Taekwondo Championships

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In the case that a 2016 Olympian chooses to compete at the 2016 Pan Am Taekwondo Championships, they must notify USA Taekwondo by close of business on March 28, 2016. Athletes that qualified for Senior National Team Trials in that weight division will be allowed to change weight classes, if they so desire.

Athletes affected by this will be notified by March 29, 2016 and will inform USA Taekwondo of their decision regarding a change in weight class by the USA Taekwondo Late Registration Deadline.

E. Provide the names of all committees/groups who oversee the selection process, including the name(s) and role(s) of their members.

- Lynda Laurin, USOC AAC Representative, USA Taekwondo
- **Keith Ferguson**, Executive Director, USA Taekwondo
- **Bruce Harris, Secretary-General; USA Taekwondo**

II. DISCRETIONARY SELECTION (if applicable)

A. Provide rationale for utilizing discretionary selection (if any): N/A

B. Discretionary Selection Committee 1. Provide the name of the committee(s) that will be responsible for discretionary selection. N/A

2. Provide a complete list of the members of the committee(s), their titles and their NGB role

that qualifies them to serve in this capacity. N/A

III. REMOVAL OF ATHLETES

A.

An athlete who is to be nominated to the Team by USA Taekwondo may be removed from the nominations for any of the following reasons, as determined by USA Taekwondo.

Voluntary withdrawal. Athlete must submit a written letter to the USA Taekwondo Executive Director. Injury or illness as certified by USAT physician (or medical staff). If an athlete refuses verification of their illness or injury by a USAT physician (or medical staff), his/her injury will be assumed to be disabling and he/she may be removed.

Violation of the NGB's Code of Conduct. (Attachment A) An athlete who may be removed from the Team pursuant to this provision has the right to a hearing per the NGB's Bylaws (USAT Bylaws, Section 15, Complaint Procedures) or USOC Bylaws, Article 9.

Violation of the NGB's Athlete Agreement. (Attachment B) An athlete who may be removed from the Team pursuant to this provision has the right to a hearing per the NGB's Bylaws (USAT Bylaws, Section 15, Complaint Procedures) or USOC Bylaws, Article 9.

An athlete may be removed from Nomination or from the Team at any time for violation of IOC, WADA, WTF, USADA and/or USOC anti-doping protocol, policies and procedures. In such instances, the adjudication process will be managed through the United States Anti- Doping Agency.

IV. REPLACEMENT OF ATHLETES

A. Describe the process by which the replacement pool of athletes will be identified:

The second place athlete from Phase 4 – 2016 National Team Fight-off from the same weight division of the athlete to be replaced is the replacement. If the replacement athlete is not available, then the 3rd place finisher becomes the next eligible athlete. If the 3rd place finisher is not available, then the 4th place finisher becomes the next eligible athlete. This continues until there are no eligible athletes in the same weight division at Phase 3. If by then, no athlete is available, the spot remains vacant.

B. Identify the group or committee that will be responsible for making athlete replacement determinations:

- i. Group or committee who determines the replacement pool: N/A
- ii. Group or committee who determines a replacement to the team: N/A

V. **SUPPORTING DOCUMENTS** USA Taekwondo will retain all supporting documents,

including scouting or evaluation forms, etc., and data from the selection process for six months past the date of the 2015 Pan Am Taekwondo Games.

VI. REQUIRED DOCUMENTS The following documents are required to be signed by an athlete as a condition of nomination to the 2016 National Team, and are included as attachments:

- Code of Conduct (Attachment A)
- Athlete Agreement (Attachment B)

VII. PUBLICITY/DISTRIBUTION OF PROCEDURES

The approved Selection Procedures (complete and unaltered) will be posted/published by USA Taekwondo in the following locations and will include the USOC approval date:

A. NGB website: www.usa-taekwondo.us The website information will be posted as soon as possible.

B. NGB Official Publication (if any): USAT The Belt– USA Taekwondo Online Magazine

C. Other: N/A

VIII. DATE OF NOMINATION N/A

IX. MANDATORY TRAINING AND/OR COMPETITION Specify the location, schedule and duration of mandatory training and/or competition:

- National Team Camp – Performance Enhancement Prep. Once an athlete is qualified to the 2016 USA Taekwondo National Team. They will be selected to compete at the 2016 Pan American Taekwondo Championships. He/she shall actively participate in no more than three (2) mandatory preparation camps that will take place in locations to be determined over the course of the months leading up to the 2016 Pan Am Taekwondo Championships. Notification of the date and location will be given no less than 30 days from the start of the camp. Waivers from this camp are not permitted, unless there are extraordinary circumstances. At that point, it is reviewed and either accepted or rejected by the USAT Executive Director, Director of High Performance and National Team Head Coach and AAC Designee.
- National Team athletes may also be required to participate in no more than (2) international competitions such as the US Open. Notification of the date and location will be given no less than 30 days from the start of the competition. Waivers from this competition are not permitted, unless there are extraordinary circumstances. At that point, it is reviewed and either accepted or rejected by the USAT Executive Director, Director of High Performance and National Team Head Coach and AAC Designee.

X. ANTI-DOPING REQUIREMENTS

Athletes must adhere to all IOC, WADA, WTF, USADA and USOC anti-doping protocols, policies and procedures. This includes participation in out of competition testing as required by the IOC, WADA, WTF, USADA and USOC Rules.

XI. DEVELOPMENT OF SELECTION PROCEDURES The following committee/group (include names and titles) were responsible for creating these Selection Procedures:

- Lynda Laurin, USOC/AAC Representative, USA Taekwondo
- **Keith Ferguson**, Executive Director, USA Taekwondo
- **Brue Harris, Secretary-General**, USA Taekwondo

XII. NGB BYLAWS AND GRIEVANCE PROCEDURES

USA Taekwondo Bylaws and Grievance Procedures can be found: [USA Taekwondo Bylaws](#)

XIII. INTERNATIONAL DISCLAIMER

These procedures are based on IOC and/or World Taekwondo Federation (WTF) rules and regulations as presently known and understood. Any change in the selection procedures caused by a change in IOC and/or WTF rules and regulations will be distributed to the affected athletes immediately. The selection criteria are based on the latest information available to USA Taekwondo. However, the selections are always subject to unforeseen, intervening circumstances, and realistically may not have accounted for every possible contingency.

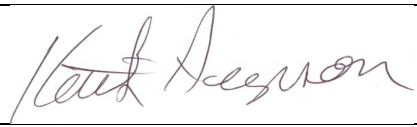


XIV. ATHLETE OMBUDSMAN

Athletes who have questions regarding their opportunity to compete that are not answered by USA Taekwondo may contact the USOC Athlete Ombudsman: Sara Clark by:

- ☛ Toll free telephone at (888) ATHLETE
- ☛ E-mail at Sara.Clark@usoc.org
- ☛ www.888athlete.org

XV. NGB SIGNATURES

I certify that I have read, understand and incorporated our IF standards/criteria into our Selection Procedures and that the information provided herein regarding Athlete Selection Procedures represents the method approved by USA Taekwondo.

Position	Print Name	Signature	Date
Executive Director	Keith Ferguson		3/24/2016
USOC Athletes' Advisory Council Representative	Lynda Laurin		3/24/2016
Secretary-General	Bruce Harris		24Mar16

*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.

USOC USE ONLY

ATTACHMENT A

USA Taekwondo Code of Conduct

ATHLETE & STAFF PLEDGE

I pledge to uphold the spirit of the USA Taekwondo Code of Conduct (the “Code”), which offers a guide to my conduct as a member of the USA National Team (the “Team”). I acknowledge 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 USA Taekwondo;
- 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 competitive readiness that will permit my performance to be at the maximum of my abilities;
- will submit to a physical examination by USA Taekwondo medical personnel if my ability to compete is compromised due to physical injury and I understand that such injury may be cause for my not being selected to the Team, being removed from the Team, or not being allowed to participate if I remain on the Team.
- will not commit a doping violation as defined by the International Olympic Committee (IOC), World Anti-Doping Agency (WADA), the United States Anti-Doping Agency (USADA), the United States Olympic Committee (USOC) or the World Taekwondo Federation rules;
- am not currently serving a doping violation and/or do not have a pending or unresolved doping charge;
- 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 compete under the rules of World Taekwondo Federation;
- am in possession of a valid USA passport, that will not expire prior to six months following the conclusion of the international competition, should I be chosen for an international team that requires a passport;
- 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, rules regarding curfew, required attendance at team meetings, consumption of alcoholic beverages and prohibitions on the release of confidential team information;
- am aware that USA Taekwondo sponsors, suppliers and licensees provide critical support for the Team and, in recognition of this fact, I will wear designated USA Taekwondo apparel at all official Team functions and events;
- will not conceal or cover-up any USA Taekwondo sponsor, supplier or licensee brand or other identification appearing on my USA Taekwondo apparel;
- will abide by the rules of the World Taekwondo Federation 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) of USA Taekwondo under conditions authorized by USA Taekwondo and give event organizers and USA Taekwondo 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 USA Taekwondo 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 USA

Taekwondo apparel or equipment or the use of the USA Taekwondo logo for the purpose of trade, without the prior written consent of USA Taekwondo;

- will attempt to participate in media activities if compatible with my training and competitive schedule, when requested by USA Taekwondo;
- understand that if I require legal representation because I am accused of 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, USA Taekwondo and the United States; and
- will remember that at all times I am an ambassador for my sport, my country and the Olympic Movement.

ATHLETE OMBUDSMAN

I may contact the USOC Athlete Ombudsman, toll free at 888.ATHLETE (1.888.284.5383) or Sara.Clark@usoc.org for further information regarding my rights under this Code that are not answered by USA Taekwondo.

PARTICIPANTS' AFFIRMATION

I have read and accept this Code of Conduct. I agree to the rules, guidelines, jurisdiction and procedures stated in these documents as a condition of being selected to participate as a member of the Team.

Signature

Date

Print Name

PARENT/GUARDIAN CERTIFICATION (For Participants Under the Age of 18 as of Date of Signature)

Signature

Date



USA Taekwondo Athlete Agreement National Team

1. THIS ATHLETE AGREEMENT, effective as of the completion of Team Trials 2016 (the "Effective Date"), is by and between USA Taekwondo, a Colorado nonprofit corporation having its principal office at 1 Olympic Plaza; Colorado Springs, Colorado 80909, and the athlete signing below ("Athlete"), whose address is also set forth below. Athlete and USA Taekwondo may be collectively referred to herein as the "Parties" and each individually as a "Party."

Recitals

USA Taekwondo is the national governing body for the sport of taekwondo in the United States in accordance with The Ted Stevens Olympic and Amateur Sports Act, 36 U.S.C. § 220501 et seq. (the "Act"). As the national governing body, USA Taekwondo is responsible for developing elite athletes with the goal of winning medals in the Olympic games and other international competitions. As part of that mission, USA Taekwondo has developed an Athlete Agreement program to support athletes who have demonstrated the capability to be elite international athletes with potential to win medals in international competition.

Athlete desires to participate in the Athlete Agreement on the terms and conditions set forth herein.

NOW, THEREFORE, in consideration of the mutual promises and obligations, the sufficiency of which is hereby acknowledged, the Parties agree as follows:

Agreement

1. Term. This Agreement shall commence as of the Effective Date and shall continue through and including December 31, 2016, unless earlier terminated as set forth in Section 6.

2. Obligations of USA Taekwondo. USA Taekwondo agrees to perform the following duties and obligations:

(a) *Respect for Athlete's Training.* In carrying out its duties and activities under this Agreement, USA Taekwondo shall be respectful of, and shall use reasonable efforts to avoid interfering with Athlete's training and competition schedules.

(b) *Use of Image.* In no event will USA Taekwondo use or authorize the use of Athlete's name, picture, likeness, voice and biographical information for the purpose of trade, including

any use in a manner that would imply Athlete's endorsement of any company, product, or service, without Athlete's express written permission.

(c) *Corporate Sponsor Networking Events.* USA Taekwondo shall use its commercially reasonable efforts to develop corporate sponsor networking events, and Athlete and their agent may participate in such corporate networking events for the purpose of meeting potential personal sponsors.

(d) *NGB Support Staff.* USA Taekwondo, through its office staff, shall be available to Athlete to coordinate all NGB/Athlete activities, including programs of the USOC and its training centers.

(e) *Personal Performance Gear.* USA Taekwondo will not prevent athlete from using personal performance gear, as defined by the USOC, of his/her choice in competitions and training. Further, USA Taekwondo shall not require Athlete to cover up a manufacturer logo on Personal Performance Gear, as long as it complies with the relevant IOC or World Taekwondo Federation rules regarding size and placement.

(f) *Athlete's Personal Endorsements.* USA Taekwondo shall not require Athlete to reveal the details of any personal sponsorship agreement other than the name of the company. Athlete shall not be required to give USA Taekwondo right of first refusal for any of USA Taekwondo's sponsors regarding a personal contract with individual Athlete.
Agent.

(g) *Agents.* USA Taekwondo shall not prevent Athlete from hiring or retaining an agent.

(h) *USA Taekwondo Sponsors.* Athlete is strongly encouraged, but not required, to support or sign with USA Taekwondo sponsors, a list of which is included in Addendum

3. Obligations of Athlete. Athlete agrees to perform the following duties and obligations:

(a) *NGB Membership and Eligibility.* Athlete is and shall remain a member in good standing with USA Taekwondo throughout the term. Athlete shall remain eligible to compete in international competition for the USA.

(b) *Administrative Deadlines.* Athlete shall comply with any and all applicable deadlines established by the USA Taekwondo.

(c) *Anti-Doping.* Athlete shall comply with all anti-doping policies, procedures and protocols of the International Olympic Committee (IOC), World Taekwondo Federation (WTF), World Anti-Doping Agency (WADA) and United States Olympic Committee (USOC).

(d) *Code of Conduct.* Athlete shall sign and abide by USA Taekwondo Code of Conduct

attached as Addendum C. The Code of Conduct is incorporated into this Athlete Agreement.

(e) *Use of Image.* Athlete agrees to be filmed, videotaped and photographed, and to have his/her name, image, picture, likeness, voice and biographical information otherwise recorded, in any media, by the USA Taekwondo's official photographer(s), film crew(s) and video crew(s), and by any other entity authorized by the USA Taekwondo, under the conditions specified by the USA Taekwondo (the "Footage").

Athlete grants to USA Taekwondo the irrevocable, perpetual, fully paid-up, worldwide right and license to use, and to authorize third parties to use, in all media, the Footage for: (1) news and information purposes, (2) promotion of the specific competition(s) in which Athlete competes, (3) promotion of the national team, and (4) promotion the sport of taekwondo, provided that, in no event may the USA Taekwondo use or authorize the commercial use of the Footage in any manner that would imply Athlete's endorsement of any company, product, or service, without Athlete's express written permission.

(e) *Participation in Media Sessions.* Athlete agrees to participate in media sessions including photo shoots, as reasonably requested by USA Taekwondo, to promote a competition in which Athlete is participating.

(f) *Appearances for USA Taekwondo.* Athlete agrees to make two (2) personal non-commercial appearances for USA Taekwondo without remuneration except for reasonable travel costs. Such appearances will not interfere with Athlete's training, preparation or competitions.

(g) *Autographed Items.* Athlete shall autograph up to 25 non-sponsor branded items, provided by USA Taekwondo at its expense, which USA Taekwondo may use to promote the sport and its mission, such as for thank you gifts, auctions, etc.

(h) *Promotional Efforts.* Athlete shall, on his/her personal web site and on social media sites (including without limitation Facebook and Twitter), promote USA Taekwondo collaboratively and in good faith. With respect to Facebook, Twitter and other social media applications that may develop, Athlete agrees to list USA Taekwondo as a friend and to include the USA Taekwondo logo in appropriate places.

(j) *Training.* Unless otherwise agreed by USA Taekwondo in writing, Athlete shall train for peak performances at key national and international events held during the Term. Athlete's training shall be in accordance with his/her Athlete Training Plan as identified in Addendum A.

(k) *Commitment to Train for and Participate in 2016 Pan American Taekwondo Championships.* Athlete commits to USA Taekwondo that it is his/her intention to train for the 2016 Pan American Taekwondo Championships and, barring injury, Athlete fully intends to compete in the 2016 Pan American Taekwondo Championships.

(l) *Camps and Competition.* Unless excused in writing by USA Taekwondo, Athlete shall attend the events identified in Addendum A.

(m) *NCAA Eligibility.* If Athlete wishes to remain eligible under National Collegiate Athletic Association (NCAA) rules, it is the Athlete's responsibility to know the rules and take the necessary steps to remain eligible, including compensation, endorsement and agent responsibilities.

(n) *Athlete Personal Sponsors.* Athlete may not use or authorize the use of the USA Taekwondo's intellectual property, including use of photographs, films or videos of Athlete in USA Taekwondo apparel or equipment, or the marks and logos of the USA Taekwondo, or terms containing national team without the express written permission of USA Taekwondo.

(o) *Team Apparel.* Athlete will wear designated USA Taekwondo apparel at all official Team functions and events, and will not conceal or cover-up any USA Taekwondo sponsor, supplier or licensee brand or other identification appearing on USA Taekwondo apparel;

(p) *No Other Logos on Team Uniform.* Athlete is not permitted to add to the official National Team uniform any trade name, trademark, name, logo or any other identification of any person, company or business unless expressly provided for in this Agreement or a written waiver.

4. Compensation.

(a) *Stipend/Enhanced Operation Gold.* Provided that Athlete complies with all of the terms and conditions set forth in this Agreement and established by the USOC, USA Taekwondo shall submit to the USOC the required documentation for the Athlete to receive the compensation for which he/she qualifies. Athlete is eligible to qualify for the following compensation:

Elite Athlete Health Insurance (EAHI). Athletes who are named to the 2016 National Team at the conclusion of the 2016 National Team Trials (date to be determined) will be offered EAHI. The USOC values an EAHI slot at \$3,504.

(a) *Taxes.* Athlete is an independent contractor and shall be solely responsible for any and all taxes and withholdings that may be due on compensation paid under this Agreement. USA Taekwondo shall have no responsibility for any taxes or withholdings on amounts paid to Athlete.

5. Suspension of Activities. USA Taekwondo acknowledges that, from time to time, Athlete may desire to take an extended break from training. If Athlete desires to suspend training for a period of longer than one (1) week, Athlete acknowledges and agrees that USA Taekwondo may suspend the delivery of benefits to Athlete under this Agreement unless Athlete has first obtained the prior written approval of USA Taekwondo to continue the

benefits while Athlete is not training.

6. Dispute Resolution. The Parties agree that any dispute under this Agreement shall first be addressed by good-faith negotiation of the Parties. If a dispute involving a breach, act, omission or interpretation of this Agreement is not resolved by good-faith negotiation, the dispute shall be resolved by a hearing under the grievance procedures in the Bylaws of USA Taekwondo.

7. AAA. In the event that the Parties cannot resolve a dispute under 6 above, either Party may bring any controversy or claim arising out of or relating to this contract, or breach thereof, for final settlement by arbitration administered by the American Arbitration Association under their Commercial Rules.

8. Miscellaneous.

(a) *Nature of the Parties Relationship.* It is expressly understood and agreed that, in the performance of this Agreement, USA Taekwondo and Athlete shall be independent contractors, free from control of each other except as specified in this Agreement.

(b) *Intellectual Property and Ownership.* Nothing contained herein will be construed as an assignment or grant to Athlete of any right, title or interest in or to USA Taekwondo's trademarks, or in or to any copyright or other right in and to USA Taekwondo's materials. Likewise, nothing contained herein will be construed as an assignment or grant to USA Taekwondo of any right, title or interest in or to Athlete's image and personality rights.

(c) *Notices.* Any notice required or permitted to be delivered under this Agreement shall be in writing and shall be deemed properly delivered on the earlier of the actual receipt, one day after being sent via electronic mail, or three days after the date deposited in the U.S. Mail, by first class mail, addressed to the recipient at the Athlete's address set forth below.

(d) *Force Majeure.* If for any reason outside a Party's reasonable control, including without limitation strikes, boycotts, war, acts of God, labor troubles, riots, acts of terrorism, delays of commercial carriers, restraints of public authority, or for any other reason, similar or dissimilar, beyond either Party's control, a Party is unable to perform its duties and obligations hereunder, such failure to perform will not be considered a default under this Agreement, and such Party will not be liable for the failure to deliver the corresponding benefits and privileges.

(e) *Entire Agreement.* This Agreement, together with any attachments hereto, contains the entire agreement and understanding of the parties and supersedes all prior agreements and understandings, whether verbal or written, with respect to the subject matter hereof and any such other agreements or understandings are hereby revoked.

(f) *Waiver.* A failure on the part of either Party to exercise any right, remedy, power, or privilege under this Agreement will operate as a waiver thereof. No waiver will be effective unless it is in writing and signed by the Party granting such waiver.

(g) *Severability*. If any provision of this Agreement is determined to be invalid by a court of competent jurisdiction, that determination will in no way affect the validity or enforceability of any other provision herein.

(h) *Governing Law*. The terms of this Agreement and any dispute between the Parties shall be governed by and interpreted in accordance with the laws of the State of Colorado.

USA Taekwondo:

By: _____ Keith Ferguson, Executive Director

ATHLETE:

_____ Athlete Date of Birth

_____ Print Name

_____ Address

_____ City State Zip

PARENT/GUARDIAN CERTIFICATION (For Participants Under the Age of 18 as of Effective Date)

_____ Signature Date

_____ Print Name & Relationship (Parent or Guardian)